HAWAII'S YOUTHS:
THE LABOR MARKET SCENE

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PREFACE

Today's young people are tomorrow's leaders and as such, are valuable assets to our communities and our state. With a growing population base, youths are fast becoming an important segment of our populace. **Hawaii's Youths: The Labor Market Scene** provides statistics and an analysis of the youth situation in Hawaii. This report focuses on the various aspects and problems that Hawaii's young people face in the labor market.

As evidenced by their high rates of unemployment, youths often encounter severe difficulty in securing meaningful employment. In cases where these individuals are successful in finding employment, many times, it is in the secondary labor market, characterized by low wages, few fringe benefits, and little chance of advancement.

A number of factors contribute to the unfortunate plight of youths. Deficiencies in job skills, experience, and education; inflexible schedules, limiting the hours of availability for work and job search efforts; employer preferences for more mature workers; and regulations restricting hours and working conditions for youths are some of the major stumbling blocks to youth employment. Growth in the youth proportion of the total population and increased participation in the civilian labor force accentuates the unemployment problem.

In this report, youths are defined as persons between the ages of 16 and 24. Characteristically, those aged 16-19 years are still attending school and seeking part-time permanent or full-time temporary jobs. They are inexperienced and unskilled and tend to enter, leave, and reenter the labor force as their immediate financial needs dictate. The young adult, although still fairly inexperienced, is a more stable and mature individual who is faced with the problem of transition from school to work. Because each component typically exhibits different labor force behavior, the youth population has been divided into these two smaller groups: the teenage group (16-19 years) and the young adult group (20-24 years). Finer age breakdowns are provided where possible. The major source of data is the 1980 Census.

The first portion of the report presents information on the youth population. This is followed by sections on labor force participation, unemployment, employment, poverty and income, education, and the various barriers that confront youths in their quest for employment. A final section describes some of the programs and services available to assist youths in maximizing their employability. It is hoped that the information presented herein will aid planners and others who work with youths in making important decisions affecting these individuals.

Comments and suggestions regarding the format or content of this report are welcome. Please direct inquiries to:

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HIGHLIGHTS

Youths have persistently suffered high rates of unemployment, both nationally and locally. The statements that follow briefly illustrate the severity of the youth situation in Hawaii.

*Between 1970 and 1980, Hawaii's 16-24 year old **population** increased to 175,869, amounting to 18.2 percent of the state's total population of 964,547.

*Between 1970 and 1980, the number of youths in the **civilian labor force** rose by over 50 percent to 87,877, representing one-fifth of the total civilian work force in 1980.

*Since the youth civilian labor force grew faster than the youth population in 1980, a higher youth **labor force participation rate** of 60.2 percent resulted.

*In 1980, almost 8,000 of Hawaii's youths, 38.3 percent of all jobseekers, were **unemployed.** At 9.0 percent, the youth unemployment rate was nearly twice the rate for those 16 and over.

*The number of **employed** youths expanded by nearly 50 percent to 79,985 from 1970 to 1980; however, many of them were employed in the secondary labor market.

*Approximately 13 percent of all youths were below the **poverty** level in 1980.

*The **average hourly wage rate** for youths 16-19 years old was $3.52, just $.17 above the minimum wage rate in 1986. For the 20-21 age group, the rate was a little higher at $4.01.

*In 1980, 8.5 percent of Hawaii's 16-21 year old civilian population were **high school dropouts.**

POPULATION

During the decade between 1970 and 1980, Hawaii's youth population grew by over 28 percent, faster than the state's total population. In 1980, persons aged 16-24 numbered 175,869 or 18.2 percent of Hawaii's entire population of 964,547. Over 80 percent of the state's youth population resided in Honolulu MSA, 7.7 percent in Hawaii County, 6.0 percent in Maui County, and 3.1 percent in Kauai County. As a percentage of total county population, Honolulu MSA had the largest proportion of youths, followed by Maui County, Hawaii County, and Kauai County. Of the state's youth group, over 60 percent were between the ages of 20 and 24.

The sex distribution of the state's youths showed that males, with 55.0 percent of the youth population, held the majority share. This compared with 51.3 percent for the state's population as a whole. The male youth count surpassed that of the females in all counties, although on Kauai and Maui, the difference was negligible.

The ethnic structure of Hawaii's youths closely paralleled that of the general population. Over one-half of the state's youths were Asian and Pacific Islanders. Within this racial category, Japanese was the largest group, followed by Hawaiians, and Filipinos. Whites comprised 35.4 percent of all youths in the state, while Blacks made up 3.9 percent. Hispanics represented 8.6 percent. In all counties, Asian and Pacific Islander was the largest youth category, followed by Whites.

According to recent projections, the number of youths in Hawaii will continue to grow into the next century; however, they will account for a smaller portion of the total population. By the year 2005, there will be 198,600 individuals between the ages of 15 and 24, compared with 192,128 in 1980. Despite this growth, the number of youths will increase at a slower rate than the general populace. While the overall state population is expected to grow by nearly 36 percent, the 15-24 year group is projected to inflate by only 3.4 percent. The young adult category will experience slightly faster growth.

TABLE 1. YOUTH POPULATION BY AGE AND SEX
STATE AND COUNTIES
1980

	STATE[1]		HONOLULU		HAWAII		MAUI[1]		KAUAI	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
TOTAL, ALL AGES	964,547	100.0	762,565	100.0	92,053	100.0	70,847	100.0	39,082	100.0
14-15	32,189	3.3	25,169	3.3	3,156	3.4	2,422	3.4	1,442	3.7
16-24	175,869	18.2	146,337	19.2	13,501	14.7	10,539	14.9	5,492	14.1
16-19	69,884	7.2	56,587	7.4	6,099	6.6	4,798	6.8	2,400	6.1
16-17	33,939	3.5	26,462	3.5	3,284	3.6	2,842	4.0	1,351	3.5
18-19	35,945	3.7	30,125	4.0	2,815	3.1	1,956	2.8	1,049	2.7
20-24	105,985	11.0	89,750	11.8	7,402	8.0	5,741	8.1	3,092	7.9
20-21	43,527	4.5	37,660	4.9	2,668	2.9	2,069	2.9	1,130	2.9
22-24	62,458	6.5	52,090	6.8	4,734	5.1	3,672	5.2	1,962	5.0
MALES, ALL AGES	494,884	100.0	392,004	100.0	46,740	100.0	36,090	100.0	20,050	100.0
14-15	16,082	3.2	12,584	3.2	1,490	3.2	1,280	3.5	728	3.6
16-24	96,772	19.6	81,887	20.9	6,847	14.6	5,290	14.7	2,748	13.7
16-19	37,481	7.6	30,436	7.8	3,231	6.9	2,525	7.0	1,289	6.4
16-17	17,421	3.5	13,456	3.4	1,764	3.8	1,448	4.0	753	3.8
18-19	20,060	4.1	16,980	4.3	1,467	3.1	1,077	3.0	536	2.7
20-24	59,291	12.0	51,451	13.1	3,616	7.7	2,765	7.7	1,459	7.3
20-21	25,822	5.2	22,911	5.8	1,434	3.1	953	2.6	524	2.6
22-24	33,469	6.8	28,540	7.3	2,182	4.7	1,812	5.0	935	4.7

TABLE 1. YOUTH POPULATION BY AGE AND SEX
STATE AND COUNTIES
1980 (continued)

	STATE[1]		HONOLULU		HAWAII		MAUI[1]		KAUAI	
	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT	NUMBER	PERCENT
FEMALES, ALL AGES	469,663	100.0	370,561	100.0	45,313	100.0	34,757	100.0	19,032	100.0
14-15	16,107	3.4	12,585	3.4	1,666	3.7	1,142	3.3	714	3.8
16-24	79,097	16.8	64,450	17.4	6,654	14.7	5,249	15.1	2,744	14.4
16-19	32,403	6.9	26,151	7.1	2,868	6.3	2,273	6.5	1,111	5.8
16-17	16,518	3.5	13,006	3.5	1,520	3.4	1,394	4.0	598	3.1
18-19	15,885	3.4	13,145	3.5	1,348	3.0	879	2.5	513	2.7
20-24	46,694	9.9	38,299	10.3	3,786	8.4	2,976	8.6	1,633	8.6
20-21	17,705	3.8	14,749	4.0	1,234	2.7	1,116	3.2	606	3.2
22-24	28,989	6.2	23,550	6.4	2,552	5.6	1,860	5.4	1,027	5.4

[1]Excludes Kalawao County.

Note: Percent totals may not add due to rounding.

Source: Report 3: Social Indicators for Planning and Evaluation (Table 2: Population by Age with Percentages and Table 3: Population by Sex and Age), 1980 Census of Population.

TABLE 2. YOUTH POPULATION BY AGE, SEX, AND ETHNICITY
STATE[1]
1980

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
TOTAL, ALL AGES	**964,547**	**311,048**	**16,966**	**2,605**	**555,722**	**6,808**	**71,398**
14-15	32,189	8,279	316	46	20,253	319	2,976
16-24	175,869	62,301	6,865	925	89,364	1,268	15,146
16-19	69,884	20,716	1,613	273	40,306	522	6,454
16-17	33,939	8,727	308	101	21,074	283	3,446
18-19	35,945	11,989	1,305	172	19,232	239	3,008
20-24	105,985	41,585	5,252	652	49,058	746	8,692
20-21	43,527	17,303	2,484	233	19,329	334	3,844
22-24	62,458	24,282	2,768	419	29,729	412	4,848
MALES, ALL AGES	**494,884**	**167,068**	**11,446**	**1,539**	**274,360**	**3,537**	**36,934**
14-15	16,082	4,164	132	4	10,055	195	1,532
16-24	96,772	37,320	5,421	568	44,515	677	8,271
16-19	37,481	11,950	1,218	182	20,569	245	3,317
16-17	17,421	4,543	160	55	10,849	141	1,673
18-19	20,060	7,407	1,058	127	9,720	104	1,644
20-24	59,291	25,370	4,203	386	23,946	432	4,954
20-21	25,822	11,653	2,144	159	9,345	198	2,323
22-24	33,469	13,717	2,059	227	14,601	234	2,631
FEMALES, ALL AGES	**469,663**	**143,980**	**5,520**	**1,066**	**281,362**	**3,271**	**34,464**
14-15	16,107	4,115	184	42	10,198	124	1,444
16-24	79,097	24,981	1,444	357	44,849	591	6,875
16-19	32,403	8,766	395	91	19,737	277	3,137
16-17	16,518	4,184	148	46	10,225	142	1,773
18-19	15,885	4,582	247	45	9,512	135	1,364
20-24	46,694	16,215	1,049	266	25,112	314	3,738
20-21	17,705	5,650	340	74	9,984	136	1,521
22-24	28,989	10,565	709	192	15,128	178	2,217

[1]Excludes Kalawao County.

NH = Not Hispanic; Nat. Am. = Native American; Asian/PI = Asian and Pacific Islander; R. Races = Remaining Races

Source: Report 3: Social Indicators for Planning and Evaluation (Table 2: Population by Age with Percentages and Table 3: Population by Sex and Age), 1980 Census of Population.

TABLE 3. ETHNICITY OF YOUTH POPULATION BY AGE AND SEX
(HORIZONTAL PERCENT DISTRIBUTION)
STATE[1]
1980

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
TOTAL, ALL AGES	**100.0**	**32.2**	**1.8**	**0.3**	**57.6**	**0.7**	**7.4**
14-15	100.0	25.7	1.0	0.1	62.9	1.0	9.2
16-24	100.0	35.4	3.9	0.5	50.8	0.7	8.6
16-19	100.0	29.6	2.3	0.4	57.7	0.7	9.2
16-17	100.0	25.7	0.9	0.3	62.1	0.8	10.2
18-19	100.0	33.4	3.6	0.5	53.5	0.7	8.4
20-24	100.0	39.2	5.0	0.6	46.3	0.7	8.2
20-21	100.0	39.8	5.7	0.5	44.4	0.8	8.8
22-24	100.0	38.9	4.4	0.7	47.6	0.7	7.8
MALES, ALL AGES	**100.0**	**33.8**	**2.3**	**0.3**	**55.4**	**0.7**	**7.5**
14-15	100.0	25.9	0.8	+	62.5	1.2	9.5
16-24	100.0	38.6	5.6	0.6	46.0	0.7	8.5
16-19	100.0	31.9	3.2	0.5	54.9	0.7	8.8
16-17	100.0	26.1	0.9	0.3	62.3	0.8	9.6
18-19	100.0	36.9	5.3	0.6	48.5	0.5	8.2
20-24	100.0	47.8	7.1	0.7	40.4	0.7	8.4
20-21	100.0	45.1	8.3	0.6	36.2	0.8	9.0
22-24	100.0	41.0	6.2	0.7	43.6	0.7	7.9
FEMALES, ALL AGES	**100.0**	**30.7**	**1.2**	**0.2**	**59.9**	**0.7**	**7.3**
14-15	100.0	25.5	1.1	0.3	63.3	0.8	9.0
16-24	100.0	31.6	1.8	0.5	56.7	0.7	8.7
16-19	100.0	27.1	1.2	0.3	60.9	0.9	9.7
16-17	100.0	25.3	0.9	0.3	61.9	0.9	10.7
18-19	100.0	28.8	1.6	0.3	59.9	0.8	8.6
20-24	100.0	34.7	2.2	0.6	53.8	0.7	8.0
20-21	100.0	31.9	1.9	0.4	56.4	0.8	8.6
22-24	100.0	36.4	2.4	0.7	52.2	0.6	7.6

[1]Excludes Kalawao County.

+ Less than 0.05 percent.

Note: Percent totals may not add due to rounding.

Source: Report 3: Social Indicators for Planning and Evaluation (Table 2: Population by Age with Percentages and Table 3: Population by Sex and Age), 1980 Census of Population.

TABLE 4. PROJECTED YOUTH POPULATION BY AGE AND SEX
(in thousands)
STATE[1]
1980-2005

	1980			1990		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL, ALL AGES	964.7	494.7	470.0	1,138.4	578.5	560.0
15-24	192.1	104.7	87.4	192.4	107.3	85.1
15-19	86.4	45.7	40.8	82.9	44.6	38.3
20-24	105.7	59.1	46.6	109.5	62.7	46.8
	1995			2005		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
TOTAL, ALL AGES	1,211.5	613.2	598.3	1,310.0	659.8	650.1
15-24	194.7	108.6	86.0	198.6	110.8	87.9
15-19	85.2	45.8	39.4	89.0	47.7	41.3
20-24	109.5	62.8	46.6	109.6	63.1	46.6

[1]Includes Kalawao County.

Source: U.S. Bureau of the Census, Census of Population: 1980 General Population Characteristics, Hawaii, PC80-1-B13 (July 1982), table 19 and Hawaii State Department of Planning and Economic Development, Population and Economic Projections for the State of Hawaii, 1980-2005 (July 1984), pp.12-13.

TABLE 5. PROJECTED YOUTH POPULATION AND ESTIMATED GROWTH RATES
(in thousands)
STATE[1]
1980-2005

	1980	1990	% CHANGE 1980-1990	1995	% CHANGE 1990-1995	2005	% CHANGE 1995-2005	% CHANGE 1980-2005
TOTAL, ALL AGES	964.7	1,138.4	18.0	1,211.5	6.4	1,310.0	8.1	35.8
15-24	192.1	192.4	0.1	194.7	1.2	198.6	2.0	3.4
15-19	86.4	82.9	-4.1	85.2	2.8	89.0	4.5	3.0
20-24	105.7	109.5	3.6	109.5	0.0	109.6	0.1	3.7

[1]Includes Kalawao County.

Source: U.S. Bureau of the Census, Census of Population: 1980 General Population Characteristics, Hawaii, PC80-1-B13 (July 1982), table 19 and Hawaii State Department of Planning and Economic Development, Population and Economic Projections for the State of Hawaii, 1980-2005 (July 1984), pp.12-13.

LABOR FORCE PARTICIPATION

While the state's civilian youth population grew 31.8 percent, from 110,779 in 1970 to 145,953 in 1980, the number of civilian youths in the state's labor force rose by 50.3 percent to 87,877. In 1980, the youth segment, fairly evenly split between males and females, comprised 20.2 percent of the total civilian labor force, up from 19.9 percent in 1970. Although youths between 20 and 24 years represented only 56 percent of the civilian youth population, they accounted for nearly 70 percent of all youths in the civilian labor force. Looking at the individual counties, this ratio ranged from 63.0 percent in Maui County to 69.3 percent in Honolulu MSA. This concentration in the older youth group is not surprising, as characteristically, those aged 16-19 are still in school and consequently, spend short bursts of time in the job market due to their tendency to enter, leave, and reenter the labor force as their immediate financial needs are met or as their school schedules change. Participation rates demonstrate this impact of school attendance on labor force participation. In 1980, rates for school students in the 18-19 and 20-21 age groups were far below those of their graduate counterparts who were not enrolled in school.

In 1980, despite an increase in the percentage of young people enrolled in school, approximately three out of every five civilian youths participated in the labor force, up slightly from one out of two in 1970. As a result, the gap between youth and total labor force participation rates narrowed from 9.6 percentage points in 1970 to 5.3 percentage points in 1980. The rise in youth participation is partially attributable to the heightened interest among youths to seek employment while still attending school. In 1970, three out of every ten students aged 16-21 in the state were either employed or looking for work. In 1980, the ratio increased to four out of every ten. The introduction of higher-priced, technologically-improved products and the increased cost of living probably prompted youths to search for jobs.

Both males and females shared in the increased youth participation rate, but the latter experienced a greater improvement. While in both 1970 and 1980 male turnout was better than female turnout, the superior female performance brought the two closer together in 1980. Again, a higher rate of participation was noted for the 20-24 age group for both males and females. The difference in participation rates between the two youth groupings, however, was more pronounced for males than females. The fact that a greater percentage of female youths were enrolled in college in 1980 may be partly responsible for the disparity, serving to reduce participation of the 20-24 age group. Another factor may be the birth or presence of children. In 1980, 17,487 or 20.1 percent of the 87,008 women between the ages of 15 and 24 had given birth to at least one child. Many of these women may have elected to withdraw from the labor market, at least temporarily, to focus, whether by choice or out of necessity, on their families.

In addition to the aforementioned factors, educational attainment also appears to have some effect on labor force participation. For youths between 16 and 21 years of age, participation rates were much higher for high school graduates than dropouts. In 1980, the overall rates for this age group were 74.7 percent and 50.9 percent, respectively. This difference in participation rates may reflect barriers encountered by the less educated, inducing them to drop out of the job market.

The ethnic breakdown showed that Whites had the highest participation rate among the 16-21 year olds. Of the school students and high school graduates who were not enrolled in school, Asian and Pacific Islanders possessed the highest participation rates, followed by Whites. For the high scnool dropouts, Blacks had the greatest participation rate, seconded by Hispanics.

TABLE 6. CIVILIAN LABOR FORCE STATUS OF YOUTHS
STATE[1]
1980

	CIVILIAN POPULATION	CIVILIAN LABOR FORCE	CLF PART. RATE	NOT IN LABOR FORCE
BOTH SEXES, 16+	**664,892**	**435,698**	**65.5%**	**229,194**
16-24	145,953	87,877	60.2%	58,076
16-19	63,875	27,729	43.4%	36,146
20-24	82,078	60,148	73.3%	21,930
MALES, 16+	**316,563**	**236,341**	**74.7%**	**80,222**
16-24	69,204	45,008	65.0%	24,196
16-19	31,883	14,441	45.3%	17,442
20-24	37,321	30,567	81.9%	6,754
FEMALES, 16+	**348,329**	**199,357**	**57.2%**	**148,972**
16-24	76,749	42,869	55.9%	33,880
16-19	31,992	13,288	41.5%	18,704
20-24	44,757	29,581	66.1%	15,176

[1]Excludes Kalawao County.

Source: U.S. Bureau of the Census, Census of Population: 1980 General Social and Economic Characteristics, Hawaii, PC80-1-C13 (June 1983), table 176.

TABLE 7. CIVILIAN LABOR FORCE STATUS OF YOUTHS
HONOLULU MSA
1980

	CIVILIAN POPULATION	CIVILIAN LABOR FORCE	CLF PART. RATE	NOT IN LABOR FORCE
BOTH SEXES, 16+	**516,877**	**339,863**	**65.8%**	**177,014**
16-24	116,530	69,226	59.4%	47,304
16-19	50,587	21,280	42.1%	29,307
20-24	65,943	47,946	72.7%	17,997
MALES, 16+	**241,546**	**181,245**	**75.0%**	**60,301**
16-24	54,424	34,815	64.0%	19,609
16-19	24,847	10,848	43.7%	13,999
20-24	29,577	23,967	81.0%	5,610
FEMALES, 16+	**275,331**	**158,618**	**57.6%**	**116,713**
16-24	62,106	34,411	55.4%	27,695
16-19	25,740	10,432	40.5%	15,308
20-24	36,366	23,979	65.9%	12,387

Source: U.S. Bureau of the Census, Census of Population: 1980 General Social and Economic Characteristics, Hawaii, PC80-1-C13 (June 1983), table 176.

TABLE 8. CIVILIAN LABOR FORCE STATUS OF YOUTHS
HAWAII COUNTY
1980

	CIVILIAN POPULATION	CIVILIAN LABOR FORCE	CLF PART. RATE	NOT IN LABOR FORCE
BOTH SEXES, 16+	66,997	41,006	61.2%	25,991
16-24	13,430	7,492	55.8%	5,938
16-19	6,096	2,440	40.0%	3,656
20-24	7,334	5,052	68.9%	2,282
MALES, 16+	33,843	23,999	70.9%	9,844
16-24	6,776	4,176	61.6%	2,600
16-19	3,228	1,389	43.0%	1,839
20-24	3,548	2,787	78.6%	761
FEMALES, 16+	33,154	17,007	51.3%	16,147
16-24	6,654	3,316	49.8%	3,338
16-19	2,868	1,051	36.6%	1,817
20-24	3,786	2,265	59.8%	1,521

Source: U.S. Bureau of the Census, Census of Population: 1980 General Social and Economic Characteristics, Hawaii, PC80-1-C13 (June 1983), table 176.

TABLE 9. CIVILIAN LABOR FORCE STATUS OF YOUTHS
MAUI COUNTY[1]
1980

	CIVILIAN POPULATION	CIVILIAN LABOR FORCE	CLF PART. RATE	NOT IN LABOR FORCE
BOTH SEXES, 16+	52,598	36,040	68.5%	16,558
16-24	10,539	7,411	70.3%	3,128
16-19	4,798	2,739	57.1%	2,059
20-24	5,741	4,672	81.4%	1,069
MALES, 16+	26,600	20,360	76.5%	6,240
16-24	5,290	4,068	76.9%	1,222
16-19	2,525	1,565	62.0%	960
20-24	2,765	2,503	90.5%	262
FEMALES, 16+	25,998	15,680	60.3%	10,318
16-24	5,249	3,343	63.7%	1,906
16-19	2,273	1,174	51.6%	1,099
20-24	2,976	2,169	72.9%	807

[1]Excludes Kalawao County.

Source: U.S. Bureau of the Census, Census of Population: 1980 General Social and Economic Characteristics, Hawaii, PC80-1-C13 (June 1983), table 176.

TABLE 10. CIVILIAN LABOR FORCE STATUS OF YOUTHS
KAUAI COUNTY
1980

	CIVILIAN POPULATION	CIVILIAN LABOR FORCE	CLF PART. RATE	NOT IN LABOR FORCE
BOTH SEXES, 16+	**28,420**	**18,789**	**66.1%**	**9,631**
16-24	5,454	3,748	68.7%	1,706
16-19	2,394	1,270	53.0%	1,124
20-24	3,060	2,478	81.0%	582
MALES, 16+	**14,574**	**10,737**	**73.7%**	**3,837**
16-24	2,714	1,949	71.8%	765
16-19	1,283	639	49.8%	644
20-24	1,431	1,310	91.5%	121
FEMALES, 16+	**13,846**	**8,052**	**58.2%**	**5,794**
16-24	2,740	1,799	65.7%	941
16-19	1,111	631	56.8%	480
20-24	1,629	1,168	71.7%	461

Source: U.S. Bureau of the Census, Census of Population: 1980 General Social and Economic Characteristics, Hawaii, PC80-1-C13 (June 1983), table 176.

TABLE 11. CLF PARTICIPATION RATES OF PERSONS 16-21 BY EDUCATION AND ETHNICITY
STATE[1]
1980

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
TOTAL							
16-21	**52.0%**	**52.9%**	**49.3%**	**49.8%**	**52.1%**	**44.9%**	**49.3%**
16-19	43.4%	45.2%	35.2%	42.0%	43.4%	31.9%	40.5%
16-17	29.4%	33.3%	26.8%	27.7%	28.5%	25.8%	25.7%
18-19	59.1%	58.3%	41.3%	65.6%	59.9%	39.4%	60.2%
20-21	69.2%	67.0%	67.7%	61.9%	70.5%	67.6%	68.1%
ENR. IN SCHOOL							
16-21	**41.1%**	**39.4%**	**33.6%**	**29.8%**	**42.9%**	**26.2%**	**34.8%**
16-19	36.6%	36.5%	28.3%	29.8%	37.8%	20.9%	30.9%
16-17	28.5%	32.0%	24.4%	24.7%	27.9%	25.5%	24.7%
18-19	52.0%	46.4%	32.9%	60.0%	54.9%	11.3%	48.0%
20-21	61.7%	54.2%	57.1%	*	63.5%	48.2%	70.3%
H.S. GRADS., NOT ENR. IN SCHOOL							
16-21	**74.7%**	**74.0%**	**66.5%**	**65.9%**	**76.1%**	**72.7%**	**71.6%**
16-19	71.5%	72.7%	56.8%	71.2%	70.8%	68.3%	73.8%
16-17	46.7%	42.8%	54.5%	100.0%	47.4%	31.6%	50.7%
18-19	72.6%	74.1%	57.1%	67.4%	71.6%	75.0%	75.3%
20-21	76.7%	74.8%	71.0%	62.2%	79.4%	75.7%	70.1%
H.S. DROPOUTS							
16-21	**50.9%**	**49.0%**	**56.3%**	**51.4%**	**51.6%**	**40.8%**	**52.8%**
16-19	48.1%	48.2%	32.1%	0.0%	49.2%	17.1%	46.0%
16-17	41.7%	47.7%	*	0.0%	39.3%	24.1%	34.0%
18-19	51.5%	48.5%	32.1%	*	53.9%	0.0%	51.9%
20-21	54.5%	50.2%	67.8%	61.3%	54.8%	73.3%	59.1%

[1]Excludes Kalawao County.

*Cannot be computed; no persons in civilian labor force.

Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

UNEMPLOYMENT

Youths have historically been plagued with high rates of unemployment, a condition that persisted into 1980. Concern over this problem has grown, since 1980 witnessed a higher proportion of youths in the total population and civilian labor force.

In 1980, nearly 8,000 of Hawaii's young people were unable to secure employment. Of the 20,599 total unemployed, youths comprised 38.3 percent, a disproportionately large share of Hawaii's total jobless, considering their share of the labor force amounted to only 20.2 percent of the state total.

At 9.0 percent, Hawaii's youth unemployment rate was almost double the 4.7 percent ratio for all civilian labor force participants in 1980. The 16-19 year olds averaged a little more than two and one-half times the average unemployment rate, while for the 20-24 year olds, the level was just over one and one-half times. This difference between the two age cohorts probably was largely due to the generally higher skill levels and greater work experience of the latter group. Another contributing factor may have been educational attainment. According to the 1980 Census, jobless rates for youths aged 16-21 were higher for high school dropouts than for graduates not attending school, whose rates, in turn, were generally above those of school students. Because they are older, young adults probably possess more education than their younger peers, giving them a slight edge in the job market. Other factors also appear to be involved, since the unemployment rate for Black high school graduates not enrolled in school (21.8 percent) was greater than the unemployment rate for White (12.4 percent), Asian and Pacific Islander (19.6 percent), and Native American (21.1 percent) dropouts.

Of the various ethnic groups, Black youths experienced the highest jobless rate, 24.4 percent, while Asian and Pacific Islanders recorded the lowest ratio, 7.8 percent. The Asian and Pacific Islander category was the only youth group to post a rate below the average for all races. Within the Asian and Pacific Islander group, Japanese had the lowest unemployment rate in the 16 and over, 16-19, and 20 and over age divisions, while Samoans logged the highest.

Male youths experienced a higher jobless rate at 9.5 percent than their female counterparts at 8.4 percent, a deviation from the state's total, where females had a slightly higher rate. In both males and females, the ratio of the teenage group was over one and one-half times the young adults'.

Although youths experienced higher rates of unemployment than the total labor force, the duration of their joblessness tended to be shorter. In 1979, four out of ten unemployed youths were without work for less than five weeks compared with three out of ten for those 16 years and over. A couple of reasons exist for this shorter duration of youth unemployment. In the first place, because young people usually look for short-term work, they tend not to be as selective about the jobs they accept as older persons, who are seeking more permanent employment. Secondly, youths are discouraged easily, which leads to the termination of job search efforts and subsequent departure from the labor market. Since unemployment data only incorporate those who are actively seeking a job and exclude those who have exited the labor force, the unemployment rate may not accurately reflect total youth joblessness.

Of all the counties, Hawaii County had the highest youth unemployment rate, 12.9 percent. Unemployment rates for male and female youths also exceeded those of the other counties. At the other extreme, Kauai had the lowest rate at 5.8 percent. Male and female rates were lowest on this island at 5.1 percent and 6.5 percent, respectively. These cases reflected the overall unemployment rates and general availability of jobs in these areas.

TABLE 12. LABOR FORCE STATUS OF CIVILIAN YOUTH POPULATION BY AGE AND ETHNICITY

STATE[1]

1980

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
CLF, 16+	**435,698**	**127,040**	**3,517**	**991**	**276,415**	**2,291**	**25,444**
16-24	87,877	24,909	1,104	314	53,707	642	7,201
16-19	27,729	7,428	231	68	17,406	164	2,432
16-17	9,925	2,876	74	28	5,997	73	877
18-19	17,804	4,552	157	40	11,409	91	1,555
20-24	60,148	17,481	873	246	36,301	478	4,769
20-21	21,950	6,015	338	65	13,443	200	1,889
22-24	38,198	11,466	535	181	22,858	278	2,880
EMPLOYED, 16+	**415,099**	**119,941**	**3,050**	**898**	**265,524**	**2,149**	**23,537**
16-24	79,983	22,482	835	274	49,543	579	6,270
16-19	24,392	6,433	159	55	15,562	125	2,058
16-17	8,400	2,395	69	28	5,128	46	734
18-19	15,992	4,038	90	27	10,434	79	1,324
20-24	55,591	16,049	676	219	33,981	454	4,212
20-21	20,113	5,446	269	61	12,492	192	1,653
22-24	35,478	10,603	407	158	21,489	262	2,559
UNEMP., 16+	**20,599**	**7,099**	**467**	**93**	**10,891**	**142**	**1,907**
16-24	7,894	2,427	269	40	4,164	63	931
16-19	3,337	995	72	13	1,844	39	374
16-17	1,525	481	5	0	869	27	143
18-19	1,812	514	67	13	975	12	231
20-24	4,557	1,432	197	27	2,320	24	557
20-21	1,837	569	69	4	951	8	236
22-24	2,720	863	128	23	1,369	16	321

TABLE 12. LABOR FORCE STATUS OF CIVILIAN YOUTH POPULATION BY AGE AND ETHNICITY
STATE[1]
1980 (continued)

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
UNEMP. RATE, 16+	**4.7%**	**5.6%**	**13.4%**	**9.4%**	**3.9%**	**6.2%**	**7.5%**
16-24	9.0%	9.7%	24.4%	12.7%	7.8%	9.8%	12.9%
16-19	12.0%	13.4%	31.2%	19.1%	10.6%	23.8%	15.4%
16-17	15.4%	16.7%	6.8%	0.0%	14.5%	37.0%	16.3%
18-19	10.2%	11.3%	42.7%	32.5%	8.5%	13.2%	14.9%
20-24	7.6%	8.2%	22.6%	11.0%	6.4%	5.0%	11.7%
20-21	8.4%	9.5%	20.4%	6.2%	7.1%	4.0%	12.5%
22-24	7.1%	7.5%	23.9%	12.7%	6.0%	5.8%	11.1%

[1]Excludes Kalawao County.

Source: Report 3: Social Indicators for Planning and Evaluation (Table 8: Employed and Unemployed by Age and Sex and Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 13. CIVILIAN LABOR FORCE STATUS OF ASIAN AND PACIFIC ISLANDER YOUTH POPULATION BY DETAILED RACE
STATE[1]
1980

	ASIAN/PI[2]	CHINESE	FILIPINO	HAWAIIAN	JAPANESE	SAMOAN	OTHER
CLF							
16+	289,762	29,200	59,118	48,046	136,235	3,656	13,507
16-19	18,723	1,859	4,720	4,246	6,678	374	846
20+	271,039	27,341	54,398	43,800	129,557	3,282	12,661
EMPLOYED							
16+	278,086	28,393	56,050	44,720	132,878	3,283	12,762
16-19	16,724	1,737	4,221	3,425	6,308	301	732
20+	261,362	26,656	51,829	41,295	126,570	2,982	12,030
UNEMPLOYED							
16+	11,676	807	3,068	3,326	3,357	373	745
16-19	1,999	122	499	821	370	73	114
20+	9,677	685	2,569	2,505	2,987	300	631
UNEMP. RATE							
16+	4.0%	2.8%	5.2%	6.9%	2.5%	10.2%	5.5%
16-19	10.7%	6.6%	10.6%	19.3%	5.5%	19.5%	13.5%
20+	3.6%	2.5%	4.7%	5.7%	2.3%	9.1%	5.0%

[1]Includes Kalawao County.
[2]Includes Hispanics.

Source: U.S. Bureau of the Census, Census of Population: 1980 General Social and Economic Characteristics, Hawaii, PC80-1-C13 (June 1983), table 95.

TABLE 14. LABOR FORCE STATUS OF CIVILIAN YOUTH POPULATION BY SEX AND ETHNICITY
STATE[1]
1980

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
CLF MALES							
16+	**236,341**	**69,950**	**1,958**	**601**	**148,210**	**1,249**	**14,373**
16-24	45,008	11,996	559	156	28,027	371	3,899
16-19	14,441	3,861	116	32	9,095	77	1,260
20-24	30,567	8,135	443	124	18,932	294	2,639
EMPLOYED MALES							
16+	**225,284**	**66,283**	**1,767**	**553**	**142,232**	**1,165**	**13,284**
16-24	40,735	10,811	446	141	25,639	330	3,368
16-19	12,658	3,344	87	28	8,101	52	1,046
20-24	28,077	7,467	359	113	17,538	278	2,322
UNEMPLOYED MALES							
16+	**11,057**	**3,667**	**191**	**48**	**5,978**	**84**	**1,089**
16-24	4,273	1,185	113	15	2,388	41	531
16-19	1,783	517	29	4	994	25	214
20-24	2,490	668	84	11	1,394	16	317
UNEMP. RATE MALES							
16+	**4.7%**	**5.2%**	**9.8%**	**8.0%**	**4.0%**	**6.7%**	**7.6%**
16-24	9.5%	9.9%	20.2%	9.6%	8.5%	11.1%	13.6%
16-19	12.3%	13.4%	25.0%	12.5%	10.9%	32.5%	17.0%
20-24	8.1%	8.2%	19.0%	8.9%	7.4%	5.4%	12.0%
CLF FEMALES							
16+	**199,357**	**57,090**	**1,559**	**390**	**128,205**	**1,042**	**11,071**
16-24	42,869	12,913	545	158	25,680	271	3,302
16-19	13,288	3,567	115	36	8,311	87	1,172
20-24	29,581	9,346	430	122	17,369	184	2,130
EMPLOYED FEMALES							
16+	**189,815**	**53,658**	**1,283**	**345**	**123,292**	**984**	**10,253**
16-24	39,248	11,671	389	133	23,904	249	2,902
16-19	11,734	3,089	72	27	7,461	73	1,012
20-24	27,514	8,582	317	106	16,443	176	1,890

TABLE 14. LABOR FORCE STATUS OF CIVILIAN YOUTH POPULATION BY SEX AND ETHNICITY STATE[1]

1980 (continued)

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
UNEMPLOYED FEMALES							
16+	**9,542**	**3,432**	**276**	**45**	**4,913**	**58**	**818**
16-24	3,621	1,242	156	25	1,776	22	400
16-19	1,554	478	43	9	850	14	160
20-24	2,067	764	113	16	926	8	240
UNEMP. RATE FEMALES							
16+	**4.8%**	**6.0%**	**17.7%**	**11.5%**	**3.8%**	**5.6%**	**7.4%**
16-24	8.4%	9.6%	28.6%	15.8%	6.9%	8.1%	12.1%
16-19	11.7%	13.4%	37.4%	25.0%	10.2%	16.1%	13.7%
20-24	7.0%	8.2%	26.3%	13.1%	5.3%	4.3%	11.3%

[1]Excludes Kalawao County.

Source: Report 3: Social Indicators for Planning and Evaluation (Table 8: Employed and Unemployed by Age and Sex), 1980 Census of Population.

TABLE 15. LABOR FORCE STATUS OF CIVILIAN YOUTH POPULATION BY COUNTIES 1980

	HONOLULU MSA			HAWAII COUNTY			MAUI COUNTY[1]			KAUAI COUNTY		
	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES	TOTAL	MALES	FEMALES
CLF												
16+	**339,863**	**181,245**	**158,618**	**41,006**	**23,999**	**17,007**	**36,040**	**20,360**	**15,680**	**18,789**	**10,737**	**8,052**
16-24	69,226	34,815	34,411	7,492	4,176	3,316	7,411	4,068	3,343	3,748	1,949	1,799
16-19	21,280	10,848	10,432	2,440	1,389	1,051	2,739	1,565	1,174	1,270	639	631
20-24	47,946	23,967	23,979	5,052	2,787	2,265	4,672	2,503	2,169	2,478	1,310	1,168
EMPLOYED												
16+	**324,113**	**173,024**	**151,089**	**38,150**	**22,275**	**15,875**	**34,613**	**19,518**	**15,095**	**18,223**	**10,467**	**7,756**
16-24	62,987	31,492	31,495	6,523	3,570	2,953	6,942	3,824	3,118	3,531	1,849	1,682
16-19	18,687	9,463	9,224	2,023	1,144	879	2,495	1,439	1,056	1,187	612	575
20-24	44,300	22,029	22,271	4,500	2,426	2,074	4,447	2,385	2,062	2,344	1,237	1,107
UNEMPLOYED												
16+	**15,750**	**8,221**	**7,529**	**2,856**	**1,724**	**1,132**	**1,427**	**842**	**585**	**566**	**270**	**296**
16-24	6,239	3,323	2,916	969	606	363	469	244	225	217	100	117
16-19	2,593	1,385	1,208	417	245	172	244	126	118	83	27	56
20-24	3,646	1,938	1,708	552	361	191	225	118	107	134	73	61
UNEMP. RATE												
16+	**4.6%**	**4.5%**	**4.7%**	**7.0%**	**7.2%**	**6.7%**	**4.0%**	**4.1%**	**3.7%**	**3.0%**	**2.5%**	**3.7%**
16-24	9.0%	9.5%	8.5%	12.9%	14.5%	10.9%	6.3%	6.0%	6.7%	5.8%	5.1%	6.5%
16-19	12.2%	12.8%	11.6%	17.1%	17.6%	16.4%	8.9%	8.1%	10.1%	6.5%	4.2%	8.9%
20-24	7.6%	8.1%	7.1%	10.9%	13.0%	8.4%	4.8%	4.7%	4.9%	5.4%	5.6%	5.2%

[1]Excludes Kalawao County.

Source: Report 3: Social Indicators for Planning and Evaluation (Table 8: Employed and Unemployed by Age and Sex and Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 16. UNEMPLOYMENT RATES OF PERSONS 16-21 BY EDUCATION AND ETHNICITY
STATE[1]
1980

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
TOTAL							
16-21	**10.4%**	**11.6%**	**24.8%**	**12.8%**	**9.1%**	**12.9%**	**14.1%**
16-19	12.0%	13.4%	31.2%	19.1%	10.6%	23.8%	15.4%
16-17	15.4%	16.7%	6.8%	0.0%	14.5%	37.0%	16.3%
18-19	10.2%	11.3%	42.7%	32.5%	8.5%	13.2%	14.9%
20-21	8.4%	9.5%	20.4%	6.2%	7.1%	4.0%	12.5%
ENR. IN SCHOOL							
16-21	**8.7%**	**11.8%**	**22.7%**	**0.0%**	**7.5%**	**12.3%**	**8.3%**
16-19	10.3%	13.6%	21.6%	0.0%	9.1%	19.2%	9.8%
16-17	14.9%	17.3%	8.1%	0.0%	13.8%	23.3%	15.6%
18-19	5.5%	8.1%	33.3%	0.0%	4.9%	0.0%	1.6%
20-21	4.3%	5.6%	25.0%	*	3.9%	0.0%	2.4%
H.S. GRADS., NOT ENR. IN SCHOOL							
16-21	**10.8%**	**11.3%**	**21.8%**	**15.7%**	**9.2%**	**11.8%**	**15.6%**
16-19	13.4%	13.8%	38.6%	35.1%	10.8%	21.4%	21.0%
16-17	20.5%	15.4%	0.0%	0.0%	20.9%	100.0%	25.7%
18-19	13.2%	13.7%	44.7%	41.9%	10.5%	15.4%	20.8%
20-21	9.3%	9.9%	15.5%	0.0%	8.4%	5.8%	11.8%
H.S. DROPOUTS							
16-21	**18.7%**	**12.4%**	**53.1%**	**21.1%**	**19.6%**	**24.1%**	**27.0%**
16-19	21.0%	10.9%	100.0%	*	25.1%	100.0%	27.8%
16-17	20.0%	12.1%	*	*	25.7%	100.0%	21.2%
18-19	21.5%	10.1%	100.0%	*	24.9%	*	30.0%
20-21	16.1%	14.6%	42.5%	21.1%	13.1%	0.0%	26.4%

[1]Excludes Kalawao County.

*Cannot be computed; no persons in civilian labor force.

Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 17. DURATION OF UNEMPLOYED BY AGE AND SEX
STATE[1]
1979

	TOTAL UNEMPLOYED	PERCENT DISTRIBUTION	LESS THAN 5 WEEKS	5-14 WEEKS	15 WEEKS AND OVER
TOTAL, 16+	**80,254**	**100.0%**	**34.6%**	**31.7%**	**33.7%**
MALES	41,669	100.0%	30.3%	32.4%	37.3%
FEMALES	38,585	100.0%	39.3%	30.9%	29.8%
TOTAL, 16-24	**31,599**	**100.0%**	**42.0%**	**28.7%**	**29.4%**
MALES	16,426	100.0%	36.8%	29.8%	33.4%
FEMALES	15,173	100.0%	47.6%	27.4%	25.0%

[1]Includes Kalawao County.

Note: Percent totals may not add due to rounding.
Source: U.S. Bureau of the Census, Census of Population: 1980 Detailed Population Characteristics, Hawaii, PC80-1-D13 (October 1983), table 214.

EMPLOYMENT

As the youth labor force expanded in 1980, youth employment soared, rising by nearly 50 percent between 1970 and 1980. In 1980, 79,985 youths were employed, 19.3 percent of all workers in the state.

Hawaii's young people were employed predominantly in the trade and services industries in 1980. These two sectors comprised nearly 70 percent of all industrial employment for youths. Trade, employing the larger of the two, is comprised of wholesale and retail establishments, including eating and drinking outlets. The services industry provides a wide variety of services for individuals, businesses, government, and other organizations.

The majority of the teenage group was employed in the trade industry in 1980. Partially reflecting educational and training backgrounds and physical and social maturity, young adults (20-24 years) seemed to find proportionately more opportunities in the remaining industries, at the expense of trade employment.

Female youths were more heavily employed in trade and services than were males. While nearly three out of four females worked in these industries, approximately two out of three males did.

The occupational distribution of young people revealed that about 35 percent of all employed youths were employed in one of the thirteen occupational categories shown in Table 19. These occupations are of low skill levels and, therefore, require relatively little formal training and experience. Because youths normally do not have much training or experience due to their short time in the labor market, these types of jobs are the only ones for which they qualify. Moreover, many of these youths either attend school or training classes, which impose restrictions on the hours they are available for work. As a result, many of Hawaii's youths are forced into accepting part-time and/or short-term employment.

Teenage youths were employed in greater proportions in those occupations that required less skill and training such as waiters, waitresses, and food counter workers; cashiers; and garage and service station related occcupations. Young adults were hired to a greater extent in occupations requiring more skill such as secretaries; bookkeepers, accounting, and auditing clerks; and carpenters. Partly responsible for this variance is the dissimilarity in work experience of both groups. In 1979, over one-half of 16-19 year olds who worked during the year were employed from one to 26 weeks. This compared with one-fifth of the 20-24 year olds. On the other hand, over one-half of the young adults worked between 50 and 52 weeks, while less than one-fourth of the teenagers did. The greater experience of the former group likely played a major role in the obtainment of higher-level jobs.

Following traditional lines, male youths were employed predominantly as freight, stock, and material handlers; laborers; truck drivers and driver-sales workers; and cooks. Their female counterparts were employed more frequently as waitresses and food counter workers, cashiers, and secretaries.

Projections indicate that industries with high concentrations of youths will be among the fastest growing. By 1995, nine out of ten workers are projected to be employed in the service-producing sector. Services, expected to expand by 27.5 percent, will provide the largest number of new jobs. Trade, however, is anticipated to have the highest growth rate, 33.6 percent, between 1983 and 1995. Over 80 percent of trade employment will be in the retail sector, primarily in eating and drinking establishments. A substantial demand is also expected in miscellaneous retail stores and food stores.

Occupational projections also forecast growth in those occupations that employ large numbers of youths. Janitors and cleaners and retail sales positions are expected to enjoy the greatest number of average annual openings. Other major beneficiaries of new jobs will be waiters and waitresses, cashiers, first line sales supervisors, food preparation workers, and general office clerks, occupations toward which youths have tended to gravitate. These developments should have a favorable impact on youths in their search for employment.

TABLE 18. INDUSTRY OF EMPLOYED PERSONS 16-24 BY SEX
STATE[1]
1980

INDUSTRY	NUMBER OF EMPLOYED 16-19 YEARS	20-24 YEARS	16-24 YEARS	PERCENT DISTRIBUTION 16-19 YEARS	20-24 YEARS	16-24 YEARS
TOTAL, BOTH SEXES	**24,392**	**55,593**	**79,985**	**100.0%**	**100.0%**	**100.0%**
AG., FORESTRY AND FISHERIES	665	1,447	2,112	2.7%	2.6%	2.6%
MINING	21	12	33	0.1%	+	+
CONSTRUCTION	763	3,173	3,936	3.1%	5.7%	4.9%
MANUFACTURING	1,141	3,426	4,567	4.7%	6.2%	5.7%
TCU	622	3,926	4,548	2.6%	7.1%	5.7%
TRADE	13,143	18,020	31,163	53.9%	32.4%	39.0%
FIRE	764	4,178	4,942	3.1%	7.5%	6.2%
SERVICES	6,270	18,282	24,552	25.7%	32.9%	30.7%
PUBLIC ADMINISTRATION	1,003	3,129	4,132	4.1%	5.6%	5.2%
TOTAL MALES	**12,658**	**28,079**	**40,737**	**100.0%**	**100.0%**	**100.0%**
AG., FORESTRY AND FISHERIES	558	1,153	1,711	4.4%	4.1%	4.2%
MINING	21	7	28	0.2%	+	0.1%
CONSTRUCTION	690	2,917	3,607	5.5%	10.4%	8.9%
MANUFACTURING	737	2,350	3,087	5.8%	8.4%	7.6%
TCU	356	2,155	2,511	2.8%	7.7%	6.2%
TRADE	6,591	8,923	15,514	52.1%	31.8%	38.1%
FIRE	192	865	1,057	1.5%	3.1%	2.6%
SERVICES	3,080	8,097	11,177	24.3%	28.8%	27.4%
PUBLIC ADMINISTRATION	433	1,612	2,045	3.4%	5.7%	5.0%
TOTAL FEMALES	**11,734**	**27,514**	**39,248**	**100.0%**	**100.0%**	**100.0%**
AG., FORESTRY AND FISHERIES	107	294	401	0.9%	1.1%	1.0%
MINING	0	5	5	0.0%	+	+
CONSTRUCTION	73	256	329	0.6%	0.9%	0.8%
MANUFACTURING	404	1,076	1,480	3.4%	3.9%	3.8%
TCU	266	1,771	2,037	2.3%	6.4%	5.2%
TRADE	6,552	9,097	15,649	55.8%	33.1%	39.9%
FIRE	572	3,313	3,885	4.9%	12.0%	9.9%
SERVICES	3,190	10,185	13,375	27.2%	37.0%	34.1%
PUBLIC ADMINISTRATION	570	1,517	2,087	4.9%	5.5%	5.3%

[1]Includes Kalawao County.

+ Less than 0.05 percent.

Note: Percent totals may not add due to rounding.

Source: U.S. Bureau of the Census, Census of Population: 1980 Detailed Population Characteristics, Hawaii, PC80-1-D13 (October 1983), table 230.

TABLE 19. SELECTED OCCUPATION OF EMPLOYED PERSONS 16-24 BY SEX
STATE[1]
1980

OCCUPATION	16-19 YEARS NUMBER	16-19 YEARS PERCENT	20-24 YEARS NUMBER	20-24 YEARS PERCENT	16-24 YEARS NUMBER	16-24 YEARS PERCENT
TOTAL, BOTH SEXES	24,392	100.0%	55,593	100.0%	79,985	100.0%
Waiters/Waitresses and Food Counter Workers	2,662	10.9%	3,166	5.7%	5,828	7.3%
Cashiers	1,662	6.8%	2,476	4.5%	4,138	5.2%
Secretaries	351	1.4%	1,990	3.6%	2,341	2.9%
Cooks	1,146	4.7%	1,052	1.9%	2,198	2.7%
Freight, Stock, and Material Handlers	1,106	4.5%	1,047	1.9%	2,153	2.7%
Laborers	664	2.7%	1,390	2.5%	2,054	2.6%
Truck Drivers and Driver-Sales Workers	501	2.1%	1,359	2.4%	1,860	2.3%
Garage and Service Station Related Occupations	994	4.1%	570	1.0%	1,564	2.0%
Bookkeepers, Accounting and Auditing Clerks	203	0.8%	1,348	2.4%	1,551	1.9%
Automobile Mechanics, Including Body	224	0.9%	954	1.7%	1,178	1.5%
Traffic, Shipping, Stock, and Inventory Clerks	340	1.4%	835	1.5%	1,175	1.5%
Bank Tellers	158	0.6%	768	1.4%	926	1.2%
Carpenters	135	0.6%	722	1.3%	857	1.1%
TOTAL MALES	12,658	100.0%	28,079	100.0%	40,737	100.0%
Waiters/Waitresses and Food Counter Workers	563	4.4%	690	2.5%	1,253	3.1%
Cashiers	403	3.2%	574	2.0%	977	2.4%
Secretaries	21	0.2%	38	0.1%	59	0.1%
Cooks	906	7.2%	789	2.8%	1,695	4.2%
Freight, Stock, and Material Handlers	958	7.6%	966	3.4%	1,924	4.7%
Laborers	587	4.6%	1,292	4.6%	1,879	4.6%
Truck Drivers and Driver-Sales Workers	473	3.7%	1,318	4.7%	1,791	4.4%
Garage and Service Station Related Occupations	954	7.5%	565	2.0%	1,519	3.7%

TABLE 19. SELECTED OCCUPATION OF EMPLOYED PERSONS 16-24 BY SEX
STATE[1]
1980 (continued)

OCCUPATION	16-19 YEARS NUMBER	16-19 YEARS PERCENT	20-24 YEARS NUMBER	20-24 YEARS PERCENT	16-24 YEARS NUMBER	16-24 YEARS PERCENT
Bookkeepers, Accounting and Auditing Clerks	19	0.2%	185	0.7%	204	0.5%
Automobile Mechanics, Including Body	203	0.0%	922	3.3%	1,125	2.8%
Traffic, Shipping, Stock, and Inventory Clerks	264	2.1%	622	2.2%	886	2.2%
Bank Tellers	9	0.1%	18	0.1%	27	0.1%
Carpenters	135	1.1%	704	2.5%	839	2.1%
TOTAL FEMALES	**11,734**	**100.0%**	**27,514**	**100.0%**	**39,248**	**100.0%**
Waiters/Waitresses and Food Counter Workers	2,099	17.9%	2,476	9.0%	4,575	11.7%
Cashiers	1,259	10.7%	1,902	6.9%	3,161	8.1%
Secretaries	330	2.8%	1,952	7.1%	2,282	5.8%
Cooks	240	2.0%	263	1.0%	503	1.3%
Freight, Stock, and Material Handlers	148	1.3%	81	0.3%	229	0.6%
Laborers	77	0.7%	98	0.4%	175	0.4%
Truck Drivers and Driver-Sales Workers	28	0.2%	41	0.1%	69	0.2%
Garage and Service Station Related Occupations	40	0.3%	5	+	45	0.1%
Bookkeepers, Accounting and Auditing Clerks	184	1.6%	1,163	4.2%	1,347	3.4%
Automobile Mechanics, Including Body	21	0.2%	32	0.1%	53	0.1%
Traffic, Shipping, Stock, and Inventory Clerks	76	0.6%	213	0.8%	289	0.7%
Bank Tellers	149	1.3%	750	2.7%	899	2.3%
Carpenters	0	0.0%	18	0.1%	18	+

[1]Includes Kalawao County.

+ Less than 0.05 percent.

Source: U.S. Bureau of the Census, Census of Population: 1980 Detailed Population Characteristics, Hawaii, PC80-1-D13 (October 1983), table 221.

TABLE 20. DURATION OF EMPLOYED BY AGE
STATE[1]
1979

	TOTAL EMPLOYED	PERCENT DISTRIBUTION	1-26 WEEKS	50-52 WEEKS
TOTAL, 16+	**523,269**	**100.0%**	**15.7%**	**64.2%**
16-24	131,055	100.0%	31.4%	45.6%
16-19	41,464	100.0%	55.3%	24.1%
20-24	89,591	100.0%	20.3%	55.5%

[1]Includes Kalawao County.

Source: U.S. Bureau of the Census, Census of Population: 1980 Detailed Population Characteristics, Hawaii, PC80-1-D13 (October 1983), table 214.

TABLE 21. CHANGE IN INDUSTRY EMPLOYMENT
STATE
1983-1995

INDUSTRY	AVERAGE ANNUAL GROWTH RATE	CHANGE IN EMPLOYMENT	PERCENT CHANGE
TOTAL, ALL INDUSTRIES	**7,990**	**95,880**	**23.9**
CONSTRUCTION	240	2,890	16.2
MANUFACTURING	70	870	3.9
TRANSPORTATION, COMMUNICATION, UTILITIES	740	8,930	26.6
TRADES	2,990	35,900	33.6
FINANCE, INSURANCE, REAL ESTATE	540	6,420	20.2
SERVICES*	3,020	36,190	27.5
GOVERNMENT	390	4,680	8.1

*Includes state-operated hospitals and schools.
Note: Totals may not add due to rounding of estimates to the nearest ten.
Source: Employment Outlook for Industries and Occupations, State of Hawaii and Counties, 1983-1995, Hawaii State Department of Labor and Industrial Relations.

TABLE 22. OCCUPATIONS WITH THE LARGEST NUMBER OF PROJECTED OPENINGS
STATE
1983-1995

OCCUPATIONS	AVERAGE ANNUAL OPENINGS
JANITORS AND CLEANERS, EXC. MAIDS	981
SALESPERSONS, RETAIL	968
WAITERS AND WAITRESSES	642
CASHIERS	541
FIRST LINE SUPERVISORS, SALES	510
FOOD PREPARATION WORKERS	468
GENERAL OFFICE CLERKS	371
GARDENERS AND GROUNDSKEEPERS	351
COMB. FOOD PREPARATION, SERVICES	347
GUARDS AND WATCH GUARDS	344

Source: Employment Outlook for Industries and Occupations, State of Hawaii and Counties, 1983-1995, Hawaii State Department of Labor and Industrial Relations.

POVERTY AND INCOME

According to the 1980 Census, nearly ten percent of all persons in the state was in poverty in 1979. For youths, however, the rate was even higher, underscoring the problems caused by low-paying jobs and high levels of unemployment. Almost 13 percent of youths 16-24 years old were poverty-stricken during that same year. Of the 91,618 persons below the poverty level, one in five was between the ages of 16 and 24.

Three-fourths of all persons in poverty lived on Oahu. An equal share of 16-24 year olds dwelled on this same island.

The high rate of youth poverty is a result of many factors. For youths living at home, parents' income plays a significant role. The lack of required skills, experience, and education necessary to obtain employment in higher-paying occupations forces many young people to accept jobs offering minimum or low pay. Data compiled by local Employment Service offices between July 1985 and June 1986 revealed that a very high percentage of youths were placed in jobs offering low wages. Almost 90 percent of youths aged 16-19 and 58.6 percent of those 20-21 years old entered into jobs paying between $3.35 and $3.84 per hour. By contrast 32.2 percent of persons aged 22-39 years and 27.5 percent of those 40-54 years of age were placed at this wage level. The average wage for 16-19 year olds was $3.52, just $.17 above the minimum wage rate in 1986. For those 20-21, it was $4.01. These figures compared poorly with those of older persons placed and with the overall average, $4.49.

Another factor affecting youth poverty is the fact that many youths either attend school and do not work or work on a part-time basis or for short periods of time. These individuals often are not as particular about the types of jobs they accept, knowing that it is not a long-term commitment or career choice. At the same time, they seek to experience a variety of jobs, in an attempt to discover those occupations that best suit their abilities and interests. This leaves them with lower overall earnings and higher poverty rates than their older competitors.

In 1979, 3,305 or 24.3 percent of all family householders aged 15-24 were classified as below the poverty level. The corresponding proportion for all family householders was 7.8 percent. Of all persons 15-24 years old with only an eighth grade education, 71.6 percent were in poverty, compared with 19.6 percent for high school graduates.

In each of the ethnic groups, the largest percentage of persons in poverty were under 16 years old or between 22 and 54 years of age. Aside from this, age distributions tended to vary by race.

A slightly larger percentage of female youths were in poverty (14.5 percent) than male youths (11.2 percent). Average income of male teenage youths was almost one and one-half times that of the female teenagers, while male youths aged 20-24 years had an average income 32.3 percent higher than their female counterparts.

One explanation for this difference may be that female youths were generally employed in lower-paying occupations such as cashiers and waitresses, while more of the male youths were in higher-paying jobs such as those found in the construction industry. Another factor may be pregnancy, motherhood, and the resultant familial responsibilities, forcing women to take more time off from work. The 20-24 age groups of both sexes received higher average incomes than the corresponding teenage groups. This was probably a reflection of increased educational and experience levels and availability for full-time work on the parts of the former groups.

TABLE 23. TOTAL PERSONS BELOW THE POVERTY LEVEL BY AGE AND SEX
STATE[1]
1979

	TOTAL POPULATION		INCOME BELOW THE POVERTY LEVEL		
	NUMBER	PERCENT OF TOTAL POPULATION	NUMBER	PERCENT OF TOTAL POVERTY POPULATION	PERCENT OF AGE COHORT BELOW POVERTY
TOTAL, BOTH SEXES	**927,032**	**100.0%**	**91,618**	**100.0%**	**9.9%**
Under 16 Years	238,027	25.7%	32,493	35.5%	13.7%
16-24	150,958	16.3%	19,402	21.2%	12.9%
16-21	95,522	10.3%	12,577	13.7%	13.2%
22-24	55,436	6.0%	6,825	7.4%	12.3%
25-64	465,130	50.2%	32,069	35.0%	6.9%
65 Years and Over	72,917	7.9%	7,654	8.4%	10.5%
TOTAL MALES	**465,267**	**100.0%**	**41,098**	**100.0%**	**8.8%**
Under 16 Years	122,616	26.4%	16,479	40.1%	13.4%
16-24	75,467	16.2%	8,460	20.6%	11.2%
16-21	48,228	10.4%	5,613	13.7%	11.6%
22-24	27,239	5.9%	2,847	6.9%	10.5%
25-64	230,239	49.5%	12,849	31.3%	5.6%
65 Years and Over	36,945	7.9%	3,310	8.1%	9.0%
TOTAL FEMALES	**461,765**	**100.0%**	**50,520**	**100.0%**	**10.9%**
Under 16 Years	115,411	25.0%	16,014	31.7%	13.9%
16-24	75,491	16.3%	10,942	21.7%	14.5%
16-21	47,294	10.2%	6,964	13.8%	14.7%
22-24	28,197	6.1%	3,978	7.9%	14.1%
25-64	234,891	50.9%	19,220	38.0%	8.2%
65 Years and Over	35,972	7.8%	4,344	8.6%	12.1%

[1]Includes Kalawao County.

Source: U.S. Bureau of the Census, Census of Population: 1980 Detailed Population Characteristics, Hawaii, PC80-1-D13 (October 1983), table 245.

TABLE 24. PERCENT OF PERSONS BELOW POVERTY LEVEL BY AGE AND RACE
STATE AND COUNTIES
1979

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
STATE[1]							
Persons For Whom Poverty Status Determined[3]	**927,032**	**290,289**	**12,379**	**2,315**	**546,838**	**6,578**	**68,633**
Percent Below Poverty Level:							
Under 16 Years	35.5%	28.7%	44.3%	25.5%	36.1%	47.4%	47.1%
16-17	4.6%	3.7%	2.3%	5.5%	5.0%	5.6%	5.2%
18-21	9.2%	10.3%	10.6%	5.7%	8.5%	13.1%	9.1%
22-54	37.2%	46.0%	38.3%	59.8%	33.7%	31.6%	30.4%
55-64	5.3%	5.7%	2.3%	3.5%	5.5%	0.6%	4.0%
65 Years and Over	8.4%	5.7%	2.2%	+	11.2%	1.6%	4.2%
HONOLULU MSA							
Persons For Whom Poverty Status Determined[3]	**727,356**	**226,943**	**11,952**	**1,895**	**428,946**	**5,598**	**52,022**
Percent Below Poverty Level:							
Under 16 Years	36.3%	29.8%	45.2%	28.2%	36.8%	45.6%	45.9%
16-17	4.6%	3.1%	2.4%	1.7%	5.3%	5.9%	5.5%
18-21	9.5%	11.1%	10.2%	6.0%	8.5%	13.8%	9.6%
22-54	36.9%	44.3%	38.3%	61.0%	34.4%	32.3%	30.9%
55-64	5.2%	5.6%	2.1%	3.1%	5.5%	0.6%	3.9%
65 Years and Over	7.6%	6.1%	1.8%	+	9.5%	1.7%	4.2%
HAWAII COUNTY							
Persons For Whom Poverty Status Determined[3]	**90,711**	**29,067**	**253**	**262**	**52,684**	**298**	**8,147**
Percent Below Poverty Level:							
Under 16 Years	33.8%	27.9%	14.0%	23.4%	34.6%	100.0%	49.2%
16-17	3.5%	3.1%	+	10.4%	3.7%	+	4.0%
18-21	8.9%	8.7%	+	9.1%	9.3%	+	8.6%
22-54	39.0%	49.6%	51.2%	57.1%	32.5%	+	30.7%
55-64	5.6%	6.8%	14.0%	+	5.1%	+	3.4%
65 Years and Over	9.1%	3.8%	20.9%	+	14.8%	+	4.1%

TABLE 24. PERCENT OF PERSONS BELOW POVERTY LEVEL BY AGE AND RACE
STATE AND COUNTIES
1979 (continued)

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
MAUI COUNTY[2]							
Persons For Whom Poverty Status Determined[3]	**70,163**	**23,733**	**123**	**114**	**40,489**	**457**	**5,247**
Percent Below Poverty Level:							
Under 16 Years	32.4%	22.7%	33.3%	13.2%	35.5%	80.0%	56.4%
16-17	5.9%	9.4%	+	13.2%	2.8%	+	5.5%
18-21	6.1%	6.5%	38.9%	+	5.8%	+	5.6%
22-54	37.7%	49.9%	27.8%	62.3%	29.9%	20.0%	23.6%
55-64	6.3%	5.4%	+	11.3%	7.6%	+	4.1%
65 Years and Over	11.7%	6.1%	+	+	18.5%	+	4.8%
KAUAI COUNTY							
Persons For Whom Poverty Status Determined[3]	**38,658**	**10,526**	**51**	**44**	**24,596**	**225**	**3,216**
Percent Below Poverty Level:							
Under 16 Years	30.7%	26.5%	40.5%	+	29.2%	+	49.1%
16-17	4.2%	0.9%	+	100.0%	6.4%	+	1.3%
18-21	10.2%	11.4%	29.7%	+	9.6%	+	8.3%
22-54	36.4%	52.2%	29.7%	+	28.6%	+	31.7%
55-64	4.0%	3.4%	+	+	3.9%	+	6.3%
65 Years and Over	14.5%	5.5%	+	+	22.2%	+	3.3%

[1]Includes Kalawao County.
[2]Excludes Kalawao County.
[3]Excludes inmates of institutions, persons in military group quarters and in college dormitories and unrelated individuals under 15 years.
+ Less than 0.05 percent.
Source: Report 3: Social Indicators for Planning and Evaluation (Table 19: Selected Poverty Indicators), 1980 Census of Population.

TABLE 25. INCOME OF PERSONS 15-24 BY SEX[1]
STATE, HONOLULU MSA, AND BALANCE OF STATE
1979

	MALES				FEMALES			
	15+	15-24	15-19	20-24	15+	15-24	15-19	20-24
STATE[2]								
TOTAL	349,836	82,754	27,232	55,522	282,592	60,420	21,370	39,050
PERCENT DISTRIB.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
$1-$1,999 OR LOSS	7.7%	22.6%	48.6%	9.8%	17.7%	34.6%	61.4%	20.0%
$2,000-$3,999	8.1%	15.0%	22.1%	11.6%	16.0%	21.3%	23.0%	20.4%
$4,000-$5,999	9.1%	18.1%	15.9%	19.2%	12.5%	15.3%	8.8%	18.8%
$6,000-$7,999	10.6%	21.5%	8.1%	28.1%	12.6%	13.4%	4.0%	18.5%
$8,000-$9,999	8.8%	9.4%	2.4%	12.8%	11.1%	7.7%	1.4%	11.1%
$10,000-$14,999	17.3%	9.0%	2.1%	12.4%	17.1%	6.1%	0.8%	9.0%
$15,000-$24,999	23.7%	3.9%	0.4%	5.7%	10.5%	1.3%	0.4%	1.8%
$25,000-$49,999	12.4%	0.3%	0.2%	0.4%	2.1%	0.2%	0.1%	0.3%
$50,000 OR MORE	2.4%	0.2%	0.2%	0.2%	0.4%	0.1%	0.0%	0.1%
MEDIAN INCOME	$11,505	NA	$2,116	$6,553	$6,581	NA	$1,477	$5,010
MEAN INCOME	$14,876	NA	$3,081	$7,213	$8,005	NA	$2,180	$5,451
HONOLULU MSA								
TOTAL	278,284	70,417	22,048	48,369	223,414	49,005	16,958	32,047
PERCENT DISTRIB.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
$1-$1,999 OR LOSS	7.7%	21.6%	47.9%	9.6%	17.5%	34.7%	61.7%	20.5%
$2,000-$3,999	7.7%	14.3%	21.3%	11.1%	15.4%	21.3%	23.1%	20.3%
$4,000-$5,999	9.0%	19.0%	16.9%	20.0%	12.2%	15.2%	8.7%	18.7%
$6,000-$7,999	11.1%	23.2%	8.7%	29.9%	12.8%	13.6%	4.0%	18.8%
$8,000-$9,999	8.8%	9.3%	2.3%	12.5%	11.1%	7.6%	1.0%	11.1%
$10,000-$14,999	16.4%	8.5%	2.0%	11.5%	17.3%	5.9%	0.8%	8.5%
$15,000-$24,999	23.6%	3.5%	0.4%	5.0%	11.2%	1.3%	0.6%	1.7%
$25,000-$49,999	13.2%	0.3%	0.3%	0.4%	2.2%	0.2%	0.1%	0.3%
$50,000 OR MORE	2.4%	0.2%	0.2%	0.2%	0.4%	0.1%	0.0%	0.1%
MEDIAN INCOME	$11,548	NA	$2,177	$6,505	$6,728	NA	$1,458	$4,987
MEAN INCOME	$15,135	NA	$3,128	$7,103	$8,155	NA	$2,159	$5,402

TABLE 25. INCOME OF PERSONS 15-24 BY SEX[1]
STATE, HONOLULU MSA, AND BALANCE OF STATE
1979 (continued)

	MALES				FEMALES			
	15+	15-24	15-19	20-24	15+	15-24	15-19	20-24
BALANCE OF STATE[2]								
TOTAL	71,552	12,337	5,184	7,153	59,178	11,415	4,412	7,003
PERCENT DISTRIB.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
$1-$1,999 OR LOSS	7.6%	28.1%	51.5%	11.2%	18.4%	34.1%	60.3%	17.6%
$2,000-$3,999	9.5%	19.2%	25.3%	14.8%	18.2%	21.6%	22.8%	20.8%
$4,000-$5,999	9.7%	13.0%	11.7%	13.9%	13.5%	15.5%	9.1%	19.6%
$6,000-$7,999	8.7%	11.4%	5.4%	15.7%	12.0%	12.3%	4.1%	17.5%
$8,000-$9,999	8.7%	9.7%	3.0%	14.6%	11.2%	7.9%	2.7%	11.3%
$10,000-$14,999	20.8%	11.9%	2.5%	18.7%	16.6%	7.0%	0.8%	10.9%
$15,000-$24,999	23.8%	6.1%	0.2%	10.3%	8.0%	1.3%	0.0%	2.0%
$25,000-$49,999	9.1%	0.4%	0.1%	0.6%	1.7%	0.2%	0.3%	0.2%
$50,000 OR MORE	2.1%	0.2%	0.2%	0.2%	0.4%	0.1%	0.0%	0.1%
MEDIAN INCOME	NA	NA	NA	NA	NA	NA	NA	NA
MEAN INCOME	NA	NA	NA	NA	NA	NA	NA	NA

[1]Excludes persons without income.
[2]Includes Kalawao County.

NA Not available.
Source: U.S. Bureau of the Census, Census of Population: 1980 Detailed Population Characteristics, Hawaii, PC80-1-D13 (October 1983), table 234.

TABLE 26. WAGE RATES AT WHICH EMPLOYMENT SERVICE APPLICANTS PLACED BY AGE
STATE
JULY 1985 - JUNE 1986

	TOTAL ALL AGES	15 AND UNDER	16-19 YEARS	20-21 YEARS	22-39 YEARS	40-54 YEARS	55 AND OVER
TOTAL	14,431	1,276	4,076	1,262	6,049	1,298	470
PERCENT DISTRIB.	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
UNDER $3.35	0.2%	0.0%	+	0.2%	0.3%	0.1%	0.2%
$3.35-$3.84	56.5%	99.5%	88.8%	58.6%	32.2%	27.5%	35.0%
$3.85-$3.99	1.6%	0.0%	1.5%	2.6%	1.9%	1.0%	1.1%
$4.00-$4.49	10.4%	0.5%	4.6%	14.2%	15.4%	10.4%	14.7%
$4.50-$4.99	6.1%	0.0%	1.9%	7.6%	9.6%	8.4%	5.6%
$5.00-$5.49	7.8%	0.0%	1.9%	8.4%	12.7%	10.1%	10.4%
$5.50-$5.99	2.8%	0.0%	0.4%	2.4%	4.5%	4.8%	4.8%
$6.00-$6.49	4.0%	0.0%	0.3%	2.5%	6.6%	7.6%	8.2%
$6.50-$6.99	2.0%	0.0%	0.3%	1.5%	3.2%	3.7%	2.8%
$7.00 AND OVER	8.7%	0.0%	0.3%	2.1%	13.4%	26.5%	17.3%
AVERAGE WAGE	$4.49	$3.35	$3.52	$4.01	$5.04	$6.25	$5.54

+ Less than 0.05 percent.
Note: Percent totals may not add due to rounding.
Source: Employment Security Automated Reporting System.

EDUCATION

In a job market with an increasing number of occupations requiring apprenticeships or licenses, in addition to higher skill levels, educational attainment tends to be correlated with employment and job stability. Because much of youth joblessness is due to a lack of experience and marketable skills, persons without a high school education face a formidable challenge when entering the labor market. They are deficient in the most basic of skills: the ability to read, write, and speak in an effective manner, as well as the use of numbers in various applications, leaving them at a serious disadvantage. Even for those who do graduate from high school, completion of some post-secondary education is an important influence on their employability and occupational and income status.

In 1980, over 40 percent of Hawaii's youths were enrolled in some type of educational facility. Nearly 70 percent of them were between 16 and 19 years of age.

Between the sexes, females had an edge over males in school participation rates. Of the female group, 43.2 percent was enrolled in school, compared with 37.7 percent of the male group.

Differences in educational enrollment also surfaced among racial/ethnic groups. While all groups experienced the same participation rate at the elementary school level, a larger percentage of Asian and Pacific Islanders aged 16-24 were enrolled in high school and post-secondary institutions (51.1 percent) than were Whites (27.9 percent) and Hispanics (35.4 percent). At the college level, Asian and Pacific Islanders had nearly twice the percentage of White youths enrolled.

In 1980, nearly 90 percent of Hawaii's youths 20-24 years of age had graduated from high school or attended at least one year of college. Among the racial groups, Whites and Asian and Pacific Islanders had very similar school completion rates, 89.8 percent and 88.8 percent, respectively. That of Hispanics was a little lower, 82.2 percent probably reflecting cultural and economic expectations, parents' education, and language barriers. Although a larger percentage of White persons than Asian and Pacific Islanders in this age group were high school completers, the reverse was true for persons who had attended college. It also appeared that more females went on to further their education after high school. In each of the racial categories, a larger percentage of males than females completed high school but a greater percentage of females completed some college work.

TABLE 27. PERSONS 16-24 ENROLLED IN SCHOOL BY SEX, RACE, AND GRADE
STATE[1]
1980

	POP.	NO. ENR. IN ELEM. SCH.	PERCENT OF POP.	NO. ENR. IN HIGH SCH.	PERCENT OF POP.	NO. ENR. IN COLLEGE	PERCENT OF POP.
ALL RACES							
TOTAL, 16-24	**175,871**	**378**	**0.2%**	**38,305**	**21.8%**	**31,968**	**18.2%**
16-19	69,884	343	0.5%	37,636	53.9%	10,601	15.2%
20-24	105,987	35	+	669	0.6%	21,367	20.2%
MALES, 16-24	96,774	182	0.2%	19,908	20.6%	16,386	16.9%
FEMALES, 16-24	79,097	196	0.2%	18,397	23.3%	15,582	19.7%
WHITE, INC. HISP.							
TOTAL, 16-24	**66,460**	**127**	**0.2%**	**10,401**	**15.7%**	**8,076**	**12.2%**
16-19	22,365	119	0.5%	10,183	45.5%	2,296	10.3%
20-24	44,095	8	+	218	0.5%	5,780	13.1%
MALES, 16-24	39,586	42	0.1%	5,514	13.9%	4,478	11.3%
FEMALES, 16-24	26,874	85	0.3%	4,887	18.2%	3,598	13.4%
ASIAN/PI, INC. HISP.							
TOTAL, 16-24	**96,193**	**220**	**0.2%**	**26,414**	**27.5%**	**22,718**	**23.6%**
16-19	43,684	193	0.4%	26,083	59.7%	8,004	18.3%
20-24	52,509	27	0.1%	331	0.6%	14,714	28.0%
MALES, 16-24	47,810	130	0.3%	13,542	28.3%	11,269	23.6%
FEMALES, 16-24	48,383	90	0.2%	12,872	26.6%	11,449	23.7%
HISP., ALL RACES							
TOTAL, 16-24	**15,146**	**23**	**0.2%**	**3,833**	**25.3%**	**1,537**	**10.1%**
16-19	6,454	23	0.4%	3,757	58.2%	586	9.1%
20-24	8,692	0	0.0%	76	0.9%	951	10.9%
MALES, 16-24	8,271	23	0.3%	1,911	23.1%	802	9.7%
FEMALES, 16-24	6,875	0	0.0%	1,922	28.0%	735	10.7%

[1]Includes Kalawao County.

+ Less than 0.05 percent.

Source: U.S. Bureau of the Census, Census of Population: 1980 Detailed Population Characteristics, Hawaii, PC80-1-D13 (October 1983), tables 201 and 203.

TABLE 28. YEARS OF SCHOOL COMPLETED OF PERSONS 16-24 BY SEX, RACE, AND GRADE
STATE[1]
1980

	POP.	COMPLETED 1-8 YEARS ELEM. SCH.	PERCENT OF POP.	COMPLETED 1-3 YEARS HIGH SCH.	PERCENT OF POP.	COMPLETED HIGH SCH.	PERCENT OF POP.	COMPLETED SOME COLLEGE	PERCENT OF POP.
ALL RACES									
TOTAL, 16-24	**175,871**	**3,455**	**2.0%**	**52,019**	**29.6%**	**74,073**	**42.1%**	**45,807**	**26.2%**
16-19	69,884	1,851	2.6%	42,287	60.5%	21,176	30.3%	4,457	6.4%
20-24	105,987	1,604	1.5%	9,732	9.2%	52,897	49.9%	41,350	39.0%
MALES, 16-24	96,774	1,814	1.9%	28,775	29.7%	44,212	45.7%	21,700	22.4%
FEMALES, 16-24	79,097	1,641	2.1%	23,244	29.4%	29,861	37.8%	24,107	30.5%
WHITE, INC. HISP.									
TOTAL, 16-24	**66,460**	**815**	**1.2%**	**16,932**	**25.5%**	**33,826**	**50.9%**	**14,798**	**22.3%**
16-19	22,365	525	2.3%	12,793	57.2%	7,957	35.6%	1,077	4.8%
20-24	44,095	290	0.7%	4,139	9.4%	25,869	58.7%	13,721	31.1%
MALES, 16-24	39,586	421	1.1%	9,995	25.2%	21,867	55.2%	7,244	18.3%
FEMALES, 16-24	26,874	394	1.5%	6,937	25.8%	11,959	44.5%	7,554	28.1%
ASIAN/PI, INC. HISP.									
TOTAL, 16-24	**96,193**	**2,418**	**2.5%**	**31,956**	**33.2%**	**32,182**	**33.5%**	**29,215**	**30.4%**
16-19	43,684	1,216	2.8%	27,631	63.3%	11,481	26.3%	3,262	7.5%
20-24	52,509	1,202	2.3%	4,325	8.2%	20,701	39.4%	25,953	49.4%
MALES, 16-24	47,810	1,290	2.7%	16,658	34.8%	16,216	33.9%	13,432	28.1%
FEMALES, 16-24	48,383	1,128	2.3%	15,298	31.6%	15,966	33.0%	15,783	32.6%

TABLE 28. YEARS OF SCHOOL COMPLETED OF PERSONS 16-24 BY SEX, RACE, AND GRADE STATE[1]

1980 (continued)

	POP.	COMPLETED 1-8 YEARS ELEM. SCH.	PERCENT OF POP.	COMPLETED 1-3 YEARS HIGH SCH.	PERCENT OF POP.	COMPLETED HIGH SCH.	PERCENT OF POP.	COMPLETED SOME COLLEGE	PERCENT OF POP.
HISP., ALL RACES									
TOTAL, 16-24	15,146	398	2.6%	5,528	36.5%	6,842	45.2%	2,356	15.6%
16-19	6,454	247	3.8%	4,152	64.3%	1,834	28.4%	215	3.3%
20-24	8,692	151	1.7%	1,376	15.8%	5,008	57.6%	2,141	24.6%
MALES, 16-24	8,271	217	2.6%	3,040	36.8%	3,845	46.5%	1,166	14.1%
FEMALES, 16-24	6,875	181	2.6%	2,488	36.2%	2,997	43.6%	1,190	17.3%

[1]Includes Kalawao County.

Source: U.S. Bureau of the Census, Census of Population: 1980 Detailed Population Characteristics, Hawaii, PC80-1-D13 (October 1983), table 203.

EDUCATION AND LABOR FORCE STATUS

As mentioned previously, educational attainment affects success in the labor market, as high school dropouts do not fare as well as their peers who complete high school. In 1980, 8,078 or 8.5 percent of Hawaii's 16-21 year old civilian population had dropped out of high school. The age group with the largest number and percentage of its civilian population identified as dropouts was the 20-21 year olds. Of the ethnic groups in the state, Native Americans (13.9 percent) and Hispanics (11.0 percent) showed the highest percentage of dropouts, while Asian and Pacific Islanders exhibited the lowest (7.3 percent).

For youths 16-21 who were no longer enrolled in school, the jobless rate for dropouts (18.7 percent) was almost one and three-fourths times that of graduates (10.8 percent). All of the counties within the state, however, did not reflect this same relationship. While Honolulu MSA mirrored the state's ratio quite closely, in Kauai County, the unemployment rate of dropouts was over nine times as great as that of graduates. Hawaii County fell in between, with the jobless ratio of dropouts being 2.9 times higher than that of high school graduates. At the other extreme, Maui County's rate for dropouts was lower than the rate for graduates, 5.2 percent compared with 8.4 percent.

In each of the ethnic groups, the unemployment rate of dropouts exceeded that of graduates, with the degree varying by race. The difference between these two groups was smallest for Whites and largest for Blacks. While White dropouts experienced a rate about one percentage point higher than White graduates, the rate of Black dropouts was nearly two and one-half times that of Black completers.

About three-fourths of the graduates were either employed or seeking work in 1980, compared with approximately one-half of the high school dropouts. This was also characteristic of the White and Asian and Pacific Islander groups. For the Blacks, on the other hand, dropout participation was 56.3 percent, while graduates had a 66.5 percent participation rate.

TABLE 29. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION
STATE[1]
1980

LABOR FORCE MEASURE	TOTAL	ENROLLED IN SCHOOL	HIGH SCHOOL GRADUATES, NOT ENROLLED	HIGH SCHOOL DROPOUTS
16-17 Years Old	**33,939**	**31,703**	**460**	**1,608**
Armed Forces	168	NA	NA	NA
Civ. Employed	8,400	7,692	171	537
Civ. Unemployed	1,525	1,347	44	134
Civ. Labor Force	9,925	9,039	215	671
Civ. Population	33,771	31,703	460	1,608
CLF Participation Rate	29.4%	28.5%	46.7%	41.7%
Civ. Unemployment Rate	15.4%	14.9%	20.5%	20.0%
Civ. Employ./Population Ratio	24.9%	24.3%	37.2%	33.4%
18-19 Years Old	**35,945**	**16,676**	**10,475**	**2,953**
Armed Forces	5,841	NA	NA	NA
Civ. Employed	15,992	8,195	6,602	1,195
Civ. Unemployed	1,812	481	1,004	327
Civ. Labor Force	17,804	8,676	7,606	1,522
Civ. Population	30,104	16,676	10,475	2,953
CLF Participation Rate	59.1%	52.0%	72.6%	51.5%
Civ. Unemployment Rate	10.2%	5.5%	13.2%	21.5%
Civ. Employ./Population Ratio	53.1%	49.1%	63.0%	40.5%
20-21 Years Old	**43,527**	**10,648**	**17,556**	**3,517**
Armed Forces	11,806	NA	NA	NA
Civ. Employed	20,113	6,292	12,212	1,609
Civ. Unemployed	1,837	281	1,247	309
Civ. Labor Force	21,950	6,573	13,459	1,918
Civ. Population	31,721	10,648	17,556	3,517
CLF Participation Rate	69.2%	61.7%	76.7%	54.5%
Civ. Unemployment Rate	8.4%	4.3%	9.3%	16.1%
Civ. Employ./Population Ratio	63.4%	59.1%	69.6%	45.7%

TABLE 29. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION STATE[1]
1980 (continued)

LABOR FORCE MEASURE	TOTAL	ENROLLED IN SCHOOL	HIGH SCHOOL GRADUATES, NOT ENROLLED	HIGH SCHOOL DROPOUTS
16-21 Years Old	**113,411**	**59,027**	**28,491**	**8,078**
Armed Forces	17,815	NA	NA	NA
Civ. Employed	44,505	22,179	18,985	3,341
Civ. Unemployed	5,174	2,109	2,295	770
Civ. Labor Force	49,679	24,288	21,280	4,111
Civ. Population	95,596	59,027	28,491	8,078
CLF Participation Rate	52.0%	41.1%	74.7%	50.9%
Civ. Unemployment Rate	10.4%	8.7%	10.8%	18.7%
Civ. Employ./Population Ratio	46.6%	37.6%	66.6%	41.4%

[1]Excludes Kalawao County.

NA Not available.

Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 30. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION
HONOLULU MSA
1980

LABOR FORCE MEASURE	TOTAL	ENROLLED IN SCHOOL	HIGH SCHOOL GRADUATES, NOT ENROLLED	HIGH SCHOOL DROPOUTS
16-17 Years Old	**26,462**	**24,760**	**310**	**1,230**
Armed Forces	162	NA	NA	NA
Civ. Employed	5,843	5,394	102	347
Civ. Unemployed	1,141	1,003	34	104
Civ. Labor Force	6,984	6,397	136	451
Civ. Population	26,300	24,760	310	1,230
CLF Participation Rate	26.6%	25.8%	43.9%	36.7%
Civ. Unemployment Rate	16.3%	15.7%	25.0%	23.1%
Civ. Employ./Population Ratio	22.2%	21.8%	32.9%	28.2%
18-19 Years Old	**30,125**	**13,890**	**8,095**	**2,302**
Armed Forces	5,838	NA	NA	NA
Civ. Employed	12,844	6,885	5,104	855
Civ. Unemployed	1,452	371	813	268
Civ. Labor Force	14,296	7,256	5,917	1,123
Civ. Population	24,287	13,890	8,095	2,302
CLF Participation Rate	58.9%	52.2%	73.1%	48.8%
Civ. Unemployment Rate	10.2%	5.1%	13.7%	23.9%
Civ. Employ./Population Ratio	52.9%	49.6%	63.1%	37.1%
20-21 Years Old	**37,660**	**9,465**	**13,649**	**2,764**
Armed Forces	11,782	NA	NA	NA
Civ. Employed	16,134	5,665	9,247	1,222
Civ. Unemployed	1,520	237	1,055	228
Civ. Labor Force	17,654	5,902	10,302	1,450
Civ. Population	25,878	9,465	13,649	2,764
CLF Participation Rate	68.2%	62.4%	75.5%	52.5%
Civ. Unemployment Rate	8.6%	4.0%	10.2%	15.7%
Civ. Employ./Population Ratio	62.3%	59.9%	67.7%	44.2%

TABLE 30. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION
HONOLULU MSA
1980 (continued)

LABOR FORCE MEASURE	TOTAL	ENROLLED IN SCHOOL	HIGH SCHOOL GRADUATES, NOT ENROLLED	HIGH SCHOOL DROPOUTS
16-21 Years Old	**94,247**	**48,115**	**22,054**	**6,296**
Armed Forces	17,782	NA	NA	NA
Civ. Employed	34,821	17,944	14,453	2,424
Civ. Unemployed	4,113	1,611	1,902	600
Civ. Labor Force	38,934	19,555	16,355	3,024
Civ. Population	76,465	48,115	22,054	6,296
CLF Participation Rate	50.9%	40.6%	74.2%	48.0%
Civ. Unemployment Rate	10.6%	8.2%	11.6%	19.8%
Civ. Employ./Population Ratio	45.5%	37.3%	65.5%	38.5%

NA Not available.
Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 31. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION
HAWAII COUNTY
1980

LABOR FORCE MEASURE	TOTAL	ENROLLED IN SCHOOL	HIGH SCHOOL GRADUATES, NOT ENROLLED	HIGH SCHOOL DROPOUTS
16-17 Years Old	**3,284**	**3,094**	**56**	**134**
Armed Forces	0	0	0	0
Civ. Employed	829	750	30	49
Civ. Unemployed	203	177	4	22
Civ. Labor Force	1,032	927	34	71
Civ. Population	3,284	3,094	56	134
CLF Participation Rate	31.4%	30.0%	60.7%	53.0%
Civ. Unemployment Rate	19.7%	19.1%	11.8%	31.0%
Civ. Employ./Population Ratio	25.2%	24.2%	53.6%	36.6%
18-19 Years Old	**2,815**	**1,443**	**1,099**	**270**
Armed Forces	3	NA	NA	NA
Civ. Employed	1,194	519	596	79
Civ. Unemployed	214	88	104	22
Civ. Labor Force	1,408	607	700	101
Civ. Population	2,812	1,443	1,099	270
CLF Participation Rate	50.1%	42.1%	63.7%	37.4%
Civ. Unemployment Rate	15.2%	14.5%	14.9%	21.8%
Civ. Employ./Population Ratio	42.5%	36.0%	54.2%	29.3%
20-21 Years Old	**2,668**	**742**	**1,657**	**258**
Armed Forces	11	NA	NA	NA
Civ. Employed	1,617	404	1,106	107
Civ. Unemployed	175	24	92	59
Civ. Labor Force	1,792	428	1,198	166
Civ. Population	2,657	742	1,657	258
CLF Participation Rate	67.4%	57.7%	72.3%	64.3%
Civ. Unemployment Rate	9.8%	5.6%	7.7%	35.5%
Civ. Employ./Population Ratio	60.9%	54.4%	66.7%	41.5%

TABLE 31. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION
HAWAII COUNTY
1980 (continued)

LABOR FORCE MEASURE	TOTAL	ENROLLED IN SCHOOL	HIGH SCHOOL GRADUATES, NOT ENROLLED	HIGH SCHOOL DROPOUTS
16-21 Years Old	**8,767**	**5,279**	**2,812**	**662**
Armed Forces	14	NA	NA	NA
Civ. Employed	3,640	1,673	1,732	235
Civ. Unemployed	592	289	200	103
Civ. Labor Force	4,232	1,962	1,932	338
Civ. Population	8,753	5,279	2,812	662
CLF Participation Rate	48.3%	37.2%	68.7%	51.1%
Civ. Unemployment Rate	14.0%	14.7%	10.4%	30.5%
Civ. Employ./Population Ratio	41.6%	31.7%	61.6%	35.5%

NA Not available.
Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 32. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION
MAUI COUNTY[1]
1980

LABOR FORCE MEASURE	TOTAL	ENROLLED IN SCHOOL	HIGH SCHOOL GRADUATES, NOT ENROLLED	HIGH SCHOOL DROPOUTS
16-17 Years Old	**2,842**	**2,566**	**83**	**193**
Armed Forces	0	0	0	0
Civ. Employed	1,196	1,033	33	130
Civ. Unemployed	138	124	6	8
Civ. Labor Force	1,334	1,157	39	138
Civ. Population	2,842	2,566	83	193
CLF Participation Rate	46.9%	45.1%	47.0%	71.5%
Civ. Unemployment Rate	10.3%	10.7%	15.4%	5.8%
Civ. Employ./Population Ratio	42.1%	40.3%	39.8%	67.4%
18-19 Years Old	**1,956**	**797**	**896**	**263**
Armed Forces	0	0	0	0
Civ. Employed	1,299	491	613	195
Civ. Unemployed	106	14	77	15
Civ. Labor Force	1,405	505	690	210
Civ. Population	1,956	797	896	263
CLF Participation Rate	71.8%	63.4%	77.0%	79.8%
Civ. Unemployment Rate	7.5%	2.8%	11.2%	7.1%
Civ. Employ./Population Ratio	66.4%	61.6%	68.4%	74.1%
20-21 Years Old	**2,069**	**237**	**1,512**	**320**
Armed Forces	0	0	0	0
Civ. Employed	1,572	114	1,258	200
Civ. Unemployed	106	9	91	6
Civ. Labor Force	1,678	123	1,349	206
Civ. Population	2,069	237	1,512	320
CLF Participation Rate	81.1%	51.9%	89.2%	64.4%
Civ. Unemployment Rate	6.3%	7.3%	6.7%	2.9%
Civ. Employ./Population Ratio	76.0%	48.1%	83.2%	62.5%

TABLE 32. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION
MAUI COUNTY[1]
1980 (continued)

LABOR FORCE MEASURE	TOTAL	ENROLLED IN SCHOOL	HIGH SCHOOL GRADUATES, NOT ENROLLED	HIGH SCHOOL DROPOUTS
16-21 Years Old	**6,867**	**3,600**	**2,491**	**776**
Armed Forces	0	0	0	0
Civ. Employed	4,067	1,638	1,904	525
Civ. Unemployed	350	147	174	29
Civ. Labor Force	4,417	1,785	2,078	554
Civ. Population	6,867	3,600	2,491	776
CLF Participation Rate	64.3%	49.6%	83.4%	71.4%
Civ. Unemployment Rate	7.9%	8.2%	8.4%	5.2%
Civ. Employ./Population Ratio	59.2%	45.5%	76.4%	67.7%

[1]Excludes Kalawao County.

Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 33. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION
KAUAI COUNTY
1980

LABOR FORCE MEASURE	TOTAL	ENROLLED IN SCHOOL	HIGH SCHOOL GRADUATES, NOT ENROLLED	HIGH SCHOOL DROPOUTS
16-17 Years Old	**1,351**	**1,283**	**11**	**51**
Armed Forces	6	NA	NA	NA
Civ. Employed	532	515	6	11
Civ. Unemployed	43	43	0	0
Civ. Labor Force	575	558	6	11
Civ. Population	1,345	1,283	11	51
CLF Participation Rate	42.8%	43.5%	54.5%	21.6%
Civ. Unemployment Rate	7.5%	7.7%	0.0%	0.0%
Civ. Employ./Population Ratio	39.6%	40.1%	54.5%	21.6%
18-19 Years Old	**1,049**	**546**	**385**	**118**
Armed Forces	0	0	0	0
Civ. Employed	655	300	289	66
Civ. Unemployed	40	8	10	22
Civ. Labor Force	695	308	299	88
Civ. Population	1,049	546	385	118
CLF Participation Rate	66.3%	56.4%	77.7%	74.6%
Civ. Unemployment Rate	5.8%	2.6%	3.3%	25.0%
Civ. Employ./Population Ratio	62.4%	54.9%	75.1%	55.9%
20-21 Years Old	**1,130**	**204**	**738**	**175**
Armed Forces	13	NA	NA	NA
Civ. Employed	790	109	601	80
Civ. Unemployed	36	11	9	16
Civ. Labor Force	826	120	610	96
Civ. Population	1,117	204	738	175
CLF Participation Rate	73.9%	58.8%	82.7%	54.9%
Civ. Unemployment Rate	4.4%	9.2%	1.5%	16.7%
Civ. Employ./Population Ratio	70.7%	53.4%	81.4%	45.7%

TABLE 33. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION
KAUAI COUNTY
1980 (continued)

LABOR FORCE MEASURE	TOTAL	ENROLLED IN SCHOOL	HIGH SCHOOL GRADUATES, NOT ENROLLED	HIGH SCHOOL DROPOUTS
16-21 Years Old	**3,530**	**2,033**	**1,134**	**344**
Armed Forces	19	NA	NA	NA
Civ. Employed	1,977	924	896	157
Civ. Unemployed	119	62	19	38
Civ. Labor Force	2,096	986	915	195
Civ. Population	3,511	2,033	1,134	344
CLF Participation Rate	59.7%	48.5%	80.7%	56.7%
Civ. Unemployment Rate	5.7%	6.3%	2.1%	19.5%
Civ. Employ./Population Ratio	56.3%	45.5%	79.0%	45.6%

NA Not available.
Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 34. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION AND ETHNICITY
STATE[1]
1980

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
TOTAL, CIVILIAN POP.	**95,596**	**25,421**	**1,155**	**267**	**59,170**	**810**	**8,773**
NOT ENR. IN SCHOOL	36,569	11,803	577	163	19,703	375	3,948
H.S. GRADUATE	**28,491**	**9,195**	**490**	**126**	**15,395**	**304**	**2,981**
CIV. LABOR FORCE	21,280	6,806	326	83	11,711	221	2,133
EMPLOYED	18,985	6,036	255	70	10,628	195	1,801
UNEMPLOYED	2,295	770	71	13	1,083	26	332
UNEMP. RATE	10.8%	11.3%	21.8%	15.7%	9.2%	11.8%	15.6%
H.S. DROPOUT	**8,078**	**2,608**	**87**	**37**	**4,308**	**71**	**967**
CIV. LABOR FORCE	4,111	1,278	49	19	2,225	29	511
EMPLOYED	3,341	1,119	23	15	1,789	22	373
UNEMPLOYED	770	159	26	4	436	7	138
UNEMP. RATE	18.7%	12.4%	53.1%	21.1%	19.6%	24.1%	27.0%
DROPOUTS AS A PERCENT OF THE TOTAL NUMBER OF CIV. AGED 16-21	8.5%	10.3%	7.5%	13.9%	7.3%	8.8%	11.0%

[1]Excludes Kalawao County.

Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 35. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION AND ETHNICITY
HONOLULU MSA
1980

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
TOTAL, CIVILIAN POP.	**76,465**	**19,889**	**1,105**	**182**	**47,754**	**729**	**6,806**
NOT ENR. IN SCHOOL	28,350	8,951	554	112	15,274	351	3,108
H.S. GRADUATE	**22,054**	**7,013**	**472**	**83**	**11,888**	**280**	**2,318**
CIV. LABOR FORCE	16,355	5,070	308	61	9,094	197	1,625
EMPLOYED	14,453	4,441	237	48	8,210	171	1,346
UNEMPLOYED	1,902	629	71	13	884	26	279
UNEMP. RATE	11.6%	12.4%	23.1%	21.3%	9.7%	13.2%	17.2%
H.S. DROPOUT	**6,296**	**1,938**	**82**	**29**	**3,386**	**71**	**790**
CIV. LABOR FORCE	3,024	886	44	11	1,668	29	386
EMPLOYED	2,424	767	18	11	1,322	22	284
UNEMPLOYED	600	119	26	0	346	7	102
UNEMP. RATE	19.8%	13.4%	59.1%	0.0%	20.7%	24.1%	26.4%
DROPOUTS AS A PERCENT OF THE TOTAL NUMBER OF CIV. AGED 16-21	8.2%	9.7%	7.4%	15.9%	3.5%	9.7%	11.6%

Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 36. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION AND ETHNICITY
HAWAII COUNTY
1980

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
TOTAL, CIVILIAN POP.	**8,753**	**2,514**	**14**	**41**	**5,223**	**37**	**924**
NOT ENR. IN SCHOOL	3,474	1,203	0	14	1,837	10	410
H.S. GRADUATE	**2,812**	**905**	**0**	**14**	**1,556**	**10**	**327**
CIV. LABOR FORCE	1,932	650	0	0	1,056	10	216
EMPLOYED	1,732	578	0	0	962	10	182
UNEMPLOYED	200	72	0	0	94	0	34
UNEMP. RATE	10.4%	11.1%	*	*	8.9%	0.0%	15.7%
H.S. DROPOUT	**662**	**298**	**0**	**0**	**281**	**0**	**83**
CIV. LABOR FORCE	338	126	0	0	159	0	53
EMPLOYED	235	97	0	0	103	0	35
UNEMPLOYED	103	29	0	0	56	0	18
UNEMP. RATE	30.5%	23.0%	*	*	35.2%	*	34.0%
DROPOUTS AS A PERCENT OF THE TOTAL NUMBER OF CIV. AGED 16-21	7.6%	11.9%	0.0%	0.0%	5.4%	0.0%	9.0%

*Cannot be computed; no persons in civilian labor force.
Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 37. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION AND ETHNICITY
MAUI COUNTY[1]
1980

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
TOTAL, CIVILIAN POP.	6,867	2,191	25	30	3,894	14	713
NOT ENR. IN SCHOOL	3,267	1,243	12	23	1,687	14	288
H.S. GRADUATE	2,491	952	7	23	1,291	14	204
CIV. LABOR FORCE	2,078	818	7	16	1,052	14	171
EMPLOYED	1,904	755	7	16	957	14	155
UNEMPLOYED	174	63	0	0	95	0	16
UNEMP. RATE	8.4%	7.7%	0.0%	0.0%	9.0%	0.0%	9.4%
H.S. DROPOUT	776	291	5	0	396	0	84
CIV. LABOR FORCE	554	223	5	0	262	0	64
EMPLOYED	525	212	5	0	254	0	54
UNEMPLOYED	29	11	0	0	8	0	10
UNEMP. RATE	5.2%	4.9%	0.0%	*	3.1%	*	15.6%
DROPOUTS AS A PERCENT OF THE TOTAL NUMBER OF CIV. AGED 16-21	11.3%	13.3%	20.0%	0.0%	10.2%	0.0%	11.8%

[1]Excludes Kalawao County.

*Cannot be computed; no persons in civilian labor force.

Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

TABLE 38. LABOR FORCE STATUS OF PERSONS 16-21 BY EDUCATION AND ETHNICITY
KAUAI COUNTY
1980

	TOTAL	WHITE NH	BLACK NH	NAT. AM. NH	ASIAN/PI NH	R. RACES NH	HISPANIC ALL RACES
TOTAL, CIVILIAN POP.	3,511	827	11	14	2,299	30	330
NOT ENR. IN SCHOOL	1,478	406	11	14	905	0	142
H.S. GRADUATE	1,134	325	11	6	660	0	132
CIV. LABOR FORCE	915	268	11	6	509	0	121
EMPLOYED	896	262	11	6	499	0	118
UNEMPLOYED	19	6	0	0	10	0	3
UNEMP. RATE	2.1%	2.2%	0.0%	0.0%	2.0%	*	2.5%
H.S. DROPOUT	344	81	0	8	245	0	10
CIV. LABOR FORCE	195	43	0	8	136	0	8
EMPLOYED	157	43	0	4	110	0	0
UNEMPLOYED	38	0	0	4	26	0	8
UNEMP. RATE	19.5%	0.0%	*	50.0%	19.1%	*	100.0%
DROPOUTS AS A PERCENT OF THE TOTAL NUMBER OF CIV. AGED 16-21	9.8%	9.8%	0.0%	57.1%	10.7%	0.0%	3.0%

*Cannot be computed; no persons in civilian labor force.
Source: Report 3: Social Indicators for Planning and Evaluation (Table 9: Labor Force Status for Persons 16-21 by Education), 1980 Census of Population.

BARRIERS TO EMPLOYMENT

Youths have recently been gaining more attention because of their realized importance to society and the unrelenting seriousness of their situation. This has led to increased emphasis on training and employment services for these individuals, with the intention of mitigating the effects of youth unemployment. The most immediate problems confronting young people are low wages, a high incidence of poverty, an increase in delinquency, and a loss of self-confidence and respect, leading to job search discouragement and the resultant withdrawal from the labor force. Problems originating at this level may continue or even magnify, as these young people reach adulthood.

High youth unemployment rates are, in part, a reflection of the numerous obstacles young people encounter when seeking employment. Some of these major barriers are outlined below.

***Limited work experience and lack of marketable job skills.** Many youths are first time entrants to the job market or are reentrants who have spent only a short time in the work force. As a result, they have not had the opportunity to gain sufficient experience or skills, placing them at a disadvantage when competing with older jobseekers, who have had occasion to acquire both.

***Deficiency in education.** Technological improvements have produced new occupations which require more education. Many employers require or prefer a high school diploma or equivalent even if it has little relationship to job performance. Many dropouts are overlooked not because of inadequate job skills, but because they do not possess the appropriate documents.

***Inflexible schedules.** Because many young people attend school or training classes, job opportunities are limited to those available after class and during vacations or breaks in the school year. This also imposes time limitations on job search efforts. For those leaving school permanently, the end of the school year can be an especially difficult time to find work. A large number of students are released from school at about the same time, creating keen competition for the available jobs, which probably accounts for a considerable portion of unemployed youths.

***Lack of career and labor market information.** Labor market information consists of data on occupational staffing patterns, job prospects by industry and occupation, job characteristics, job hunting techniques, available training and employment services, tips on keeping a job, etc. Many young people do not know how to conduct an effective job search, which includes locating possible employers, writing an effective resume, filling out a job application, and preparing for a job interview. Without adequate guidance, it is difficult for these youths to make important occupational and career decisions.

***Employers' preferences for older workers.** High turnover rates of young workers, particularly among teenagers, have often led to the hiring of more stable, older workers. Due to the instability of youths, employers often tend to invest more heavily in older workers in areas such as training. During economic downturns, the younger set may be laid off first because of their inferior training and low seniority.

***Legal restrictions on hours and working conditions.** Child labor laws and workers compensation rules bar some youths from working night shifts, working where liquor is sold, and operating heavy machine tools, construction equipment, forklifts and/or other tools.

***Age and educational requirements.** Age requirements on drivers' licenses and other certificates exclude some young people from jobs ranging from bus driver to motion picture operator. Educational requirements may also exclude some youths from a number of apprenticeship programs.

***Disincentive effects of welfare programs.** Regulations relating to welfare, food stamps, medicaid, and other programs sometimes tie benefits to joblessness and discourage youngsters from working.

***Written exams too similar to the ones administered in schools.** Written tests mandatory for job qualifications too closely resemble school exams, which youths find difficult to cope with.

EMPLOYMENT SERVICES AND PROGRAMS FOR YOUTHS

In an effort to reduce joblessness among youths, a number of employment and training programs involving federal, state, and local agencies were created. A brief description of some of the programs available to train people for jobs, match jobs with people seeking jobs, and provide transitional employment opportunities follow.

EMPLOYMENT SERVICES. The local ES offices offer a variety of services to youths as well as other applicants. Some of these services include counseling, testing, referrals, training, and placement.

Between July 1985 and June 1986, ES offices had 92,465 applicants on file.

*Nearly 21,000 or 22.6 percent of all ES applicants were under 22 years of age.

*Almost one-half of these individuals (under 22 years) were referred to jobs. Referrals of this group represented over 26.0 percent of the 39,414 referred applicants.

*Approximately 16 percent or 14,431 of the total applicants were successfully placed in a job by ES. About 46 percent were less than 22 years old.

*Nearly one-fourth of all first-time applicants were under 22 years.

*Of the 1,987 applicants counseled by ES, 34.0 percent were less than 22 years old.

*Nineteen percent of all applicants tested at ES were under 22 years of age.

*One in four applicants referred to supportive services was less than 22 years old.

*Over 20 percent of applicants referred to training and ten percent enrolled in training were under 22 years old.

APPRENTICESHIP PROGRAM. The Apprenticeship Program is available to individuals 16 years and older. Through an organized training program, persons learn craft skills to help meet the demand and supply needs of apprenticeable occupations. Requirements vary with the apprenticeship/occupation but, generally, individuals 16 years and older, with mental and physical capabilities to participate in the program, are eligible. An aptitude for the job and a high school education or General Education Development (GED) test are usually required.

JOB TRAINING PARTNERSHIP ACT. The Job Training Partnership Act (JTPA) is designed to assist individuals in becoming economically self-sufficient, through an emphasis on skill training. Although the main target group is the economically disadvantaged, the Act also provides funds for serving other groups of individuals who are facing substantial barriers to employment. In Hawaii, these program services are available under several JTPA titles. Services vary according to title, but the general underlying objective is to provide supportive employment services to unemployed, underemployed, and economically disadvantaged persons. Youths are one of the groups designated for special services under several JTPA titles. The following is a brief summary of the various youth programs available in Hawaii.

TITLE II-A: ADULT AND YOUTH PROGRAMS. The goal of this program is to prepare economically disadvantaged adults and youths for gainful employment. A percentage of program participants may be non-economically disadvantaged if they have encountered barriers to employment. Included in this group are school dropouts, teenage parents, offenders, alcoholics, and addicts. The program, among its many activities, offers classroom training in both occupational and basic skills, on-the-job training, and work experience for individuals with very limited or no previous employment history.

TITLE II-B: SUMMER YOUTH EMPLOYMENT AND TRAINING PROGRAM. The purpose of the Summer Youth Employment and Training Program is to provide summer jobs for economically disadvantaged youths between the ages of 14 and 21 years as well as to prepare them for eventual placement in unsubsidized employment. Training and activities may include basic and remedial education, institutional and on-the-job training, work experience, employment counseling, occupational training preparation for work, outreach and enrollment, employability assessment, job referral and placement, job search, and job clubs. Supportive services necessary to enable individuals to participate in the program may also be provided.

TITLE IV: HAWAII JOB CORPS CENTER. The Hawaii Job Corps Center is a residential training program for youths between 16 and 21 years of age who are legal residents of the U.S. It is intended for low-income, disadvantaged, school dropouts, unemployed, and high school graduates unable to find steady employment. The program is designed to provide education, vocational training, and a variety of support services to prepare youths with the skills necessary to find and maintain a job. Enrollees are provided basic education and vocational training, along with counseling, residential support, health and medical, job placement, and other related services to enable them to continue their education, secure employment, or participate in other training programs.

HALE KIPA INDEPENDENT LIVING PROGRAM. The Hale Kipa Independent Living Program for Youths is an outreach program generally for orphans and abandoned youngsters 16-18 years of age. Through placement in foster homes, counseling, group meetings, career planning, etc., the program attempts to help individuals gain independence, enabling them to support themselves when financial assistance payments terminate, and become responsible, productive citizens.

WAIMANALO TEEN PROJECT. The Waimanalo Teen Project provides educational programs, vocational training, and social/recreational development opportunities to Waimanalo youths, particularly troubled youths. Among its various offerings are a mechanics program, a summer youth program, and a summer fun program.

JUNIOR ACHIEVEMENT. Unlike the other programs mentioned above, Junior Achievement does not offer counseling, training, or other services to assist economically disadvantaged youths in obtaining employment. Instead, it works through a partnership between business people and educators to provide students in the fifth through twelfth grades an opportunity to learn about free enterprise and marketplace economics. Through its four distinct programs, aimed at three different age groups, Junior Achievement helps young people develop practical economic skills and attitudes, preparing them for future employment and helping them develop into more productive members of society. JA Hawaii currently reaches over 3,500 students in its programs each school year.

CONCLUSION

Youths have suffered high rates of unemployment for many years. The picture appears even more dismal when the number of young people who have either given up looking for work (the discouraged worker) or have never started, because they believe there are no jobs available to them, are considered. Although industrial and occupational projections indicate high growth rates for those industries and occupations which employ large numbers of young people, these individuals still face formidable barriers to employment. These include deficiencies in education, experience, and skills; keen competition during their school to work transition; and a lack of career and job market information.

The youth population will be growing very slowly into the next century. If the rise in labor force participation continues, however, many more youths will be joining the job seeking ranks.

Despite the anticipated expansion in trade and services, the low wages very often associated with these industries will do little to inflate the average earnings of youths.

In the area of education, a high school diploma will gain increasing importance in the future, while the lack of one will hinder one's employability even more than at present. According to the Bureau of Labor Statistics, by the end of this century, occupations requiring college degrees will grow by 50 percent nationally. The effects of this trend can be expected to filter down to Hawaii as well.

The persistent difficulties youths face in finding stable employment have led to an increased emphasis on training and employment programs and the availability of more labor market and guidance materials for youths. These developments, combined with the goal of improving the educational system, will hopefully lead to a better educated, informed, and trained group of individuals.

TECHNICAL NOTES

TOTAL RESIDENT POPULATION includes current residents, residents who are temporarily absent, and armed forces stationed in Hawaii. Excluded are visitors present as well as former residents attending school or serving in the armed forces on the Mainland or abroad.

CIVILIAN LABOR FORCE is the total labor force excluding those individuals in the armed forces, i.e., all civilians, 16 years and over, classified as employed or unemployed.

CIVILIAN LABOR FORCE PARTICIPATION RATE is the percent of the civilian population 16 years and over in the civilian labor force (civilian labor force divided by civilian population 16 years and over).

EMPLOYED is the number of civilians 16 years and over who, during the reference week:

- *worked as paid employees or worked in their own business, profession, or farm, or worked at least 15 hours as unpaid workers in a family-operated enterprise;
- *did not work but had jobs or businesses from which they were temporarily absent.

UNEMPLOYED is the number of civilians 16 years and over who, during the reference week, were not working and who:

- *were looking for work during the last four weeks;
- *were available to accept a job;
- *were waiting to be called back to a job from which they had been laid off.

UNEMPLOYMENT RATE is the percent of people in the civilian labor force who are unemployed (unemployed divided by the civilian labor force).

POVERTY DEFINITION. The poverty statistics presented in this report are based on a definition originated by the Social Security Administration in 1964 and subsequently modified by Federal interagency committees in 1969 and 1980. The index provides a range of income cutoffs adjusted by such factors as family size, number of children under 18 years old, and age of family householder or unrelated individual. At the core of this definition is the 1961 economy food plan, the least costly of four nutritionally adequate food plans designed by the Department of Agriculture. The poverty thresholds are revised annually to allow for changes in the cost of living as reflected in the Consumer Price Index.

THRESHOLDS AT THE POVERTY LEVEL IN 1979 BY SIZE OF FAMILY AND NUMBER OF RELATED CHILDREN UNDER 18 YEARS

Size of Family Unit	Weighted Average Thresholds	Related Children Under 18 Years								
		None	1	2	3	4	5	6	7	8 or More
1 person (unrelated individual)	$ 3,686	$ 3,686	-	-	-	-	-	-	-	-
Under 65 years	3,774	3,774	-	-	-	-	-	-	-	-
65 years and over	3,479	3,479	-	-	-	-	-	-	-	-
2 persons	4,723	4,723	-	-	-	-	-	-	-	-
Householder under 65 years	4,876	4,858	$ 5,000	-	-	-	-	-	-	-
Householder 65 years and over	4,389	4,385	4,981	-	-	-	-	-	-	-
3 persons	5,787	5,674	5,839	$ 5,844	-	-	-	-	-	-
4 persons	7,412	7,482	7,605	7,356	$ 7,382	-	-	-	-	-
5 persons	8,776	9,023	9,154	8,874	8,657	$ 8,525	-	-	-	-
6 persons	9,915	10,378	10,419	10,205	9,999	9,693	$ 9,512	-	-	-
7 persons	11,237	11,941	12,016	11,759	11,580	11,246	10,857	$10,429	-	-
8 persons	12,484	13,356	13,473	13,231	13,018	12,717	12,334	11,936	$11,835	-
9 or more persons	14,812	16,066	16,144	15,929	15,749	15,453	15,046	14,677	14,586	$14,024

HAWAII'S YOUTHS: THE LABOR MARKET SCENE
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